

# The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXXII

WASHINGTON, D. C., NOVEMBER, 1933

NO. 11





# CAREFUL REARRANGEMENT OF YOUR BUDGET

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## May Give This

The life insurance kept in force might accomplish any or all of these . . . . .

- Provide **you** with money at a definite age, which you could use for travel, investment, or some luxury.
- Provide **you** with an old age income.
- Pay **your** debts when you die.
- Secure advanced schooling for your **children**.
- Keep your **family** together when you can no longer protect them personally.

## May Avoid This

The lapsed policy (dropped for non-payment of premiums) might mean this . . . . .

- Your children might not have adequate schooling to equip them for life.
- Your widow would not have insurance money, and might not be able to find work to support herself.
- Your health might be such that you could never obtain more insurance.
- There would be a complete loss of the estate which you established by taking out your policy.
- Your heirs might have to pay debts incurred by you for which you leave no funds.

**CARRY ALL THE LIFE INSURANCE OR OLD AGE INCOME YOU CAN.  
ACQUIRE IT WHILE YOU ARE IN GOOD HEALTH, OR YOU CANNOT GET IT.  
ONCE ACQUIRED, DO NOT GO BACKWARDS BY LETTING IT DROP.**

## UNION COOPERATIVE INSURANCE ASSOCIATION

1200 Fifteenth Street, N. W.



Washington, D. C.



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**EXECUTIVE OFFICERS**

International President, D. W. TRACY,  
 1200 15th St., N. W., Washington,  
 D. C.

International Secretary, G. M. BUG-  
 NIAZET, 1200 15th St., N. W., Wash-  
 ington, D. C.

International Treasurer, W. A. HOGAN,  
 647 South Sixth Ave., Mt. Vernon,  
 N. Y.

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 5 Boylston Place, Boston, Mass.

Secretary MARY BRADY  
 5 Boylston Place, Boston, Mass.

**Magazine Chat**

M. S. McDaniel, Ashland, Ohio, a member of L. U. No. 306, Akron, has a friend who writes verse freely. He is Martin Merritt, and he has conceived and written a fighting song for American labor in this hour of intense organization work. We are publishing it this month as Labor's Rally Song.

We need not remark that labor needs song and music in all its activities as well as fiction and poetry.

Selig Perlman, a contributor to this magazine, paid a visit to this office recently. He is professor of economics at the University of Wisconsin and the author of a sagacious study of American labor, entitled "A Theory of the Labor Movement." An associate of the famous Professor Commons, Dr. Perlman has delighted his friends with the announcement that he is about to publish a labor history covering recent years in America's development.

The symposium on Fascism in October continues to attract attention. Copies of this number reached authoritative persons in Italy, Spain, Germany, and England.

Local Union No. 561, Montreal, has been good enough to make the Journal the subject of discussion at a local union meeting and has passed an official resolution of appreciation for the work of the Journal. Special mention was made of the articles on housing, Boulder Dam, public works programs and kindred subjects.

The Journal hopes to show more substantial appreciation for this by publishing more articles on Canadian life and labor.

In other sections of this magazine you will find lists of issues of the Journal which are available for organizational purposes. Many of our locals have used Journals to good advantage in campaigns for new members. The supply of these is of course limited and the office does not want to send copies out unless they are vitally needed.

We have plans for future numbers to help organize workers. We are hoping, too, to soon prepare material which will be of interest to our many new members and of aid to them in getting started in the union movement. Watch for the all-union supplement to this Journal!

**Contents**

	Page
Labor's Rally Song (Frontispiece)	438
Building Trades Unions Oppose Cabal	439
Data on Construction Set-Up in N. R. A.	442
An Unsent Letter to the President of the United States	443
Research, Not Words, Triumphs Before N. R. A.	444
Let Us Talk "Your Case" Over	445
Goal Set By Scandinavian Countries	446
America Needs New Union—Dreams	447
Marconi Praises Fair's Address System	448
Electrical Work at World's Fair Reviewed	449
Chances for Fascism Not So Remote	450
A. F. of L. Reaffirms Strike Right	451
Congress to Probe Telephone Account	452
Dials Dock Working Force: Profits Good	453
Technical Tour of the Hollywood Studios	454
Electrical Age Comes to Hollywood	455
Bulletin of the I. B. E. W. Radio Division	456
Much Business Done By I. B. E. W. Council	457
Editorial	458
Woman's Work	460
Correspondence	462
In Memoriam	471
Local Union Official Receipts	479





## Labor's Rally Song

By MARTIN MERRITT

Comes now a call to workers brave,  
Act now, or be forever slaves;  
Your dungeons moulder and the light  
Of Freedom creeps into your night.

### Chorus

With "Labor Omnia Vincit" stand  
Embrace the cause and save our land.  
From off your limbs tear Slavery's thongs,  
Combine your strength and right your wrongs.

Then rally to the workers' call  
Of "All for one and one for all."  
We must consolidate our gains,  
Forget our fear and break our chains.

### Chorus

From despots' rule we will be free,  
No more to bow or bend the knee,  
Upright as freemen we shall stand  
And take our due from justice's hand.

### Chorus

We shall not fail; we are the fount  
Whence springs all wealth; we upward mount  
At last to gain the Promised Land  
Through Reason's torch, in labor's hand.

### Chorus

O liberty! We plead with thee  
To smile on us. Tho' never free,  
We kept and fed the Sacred Flame,  
And suffered much for thy dear name.

### Chorus

(Tune—"My Maryland")







# THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

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WASHINGTON, D. C., NOVEMBER, 1933

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## Building Trades Unions Oppose Cabal

**P**UBLIC hearings on the construction codes opened in Washington on September 6, 1933. To date, about seven weeks thereafter, no basic code has been accepted or formulated, and no sub-codes have been accepted or formulated. In the meantime what contracting is being let is being let at terms that favor the unfair employer, whose drive against wage structures, which has moved to a point in some instances as low as 30 cents per hour, has brought the great building industry of the United States to a point of chaos.

During these seven weeks, however, a bitter battle has been fought behind the scenes of NRA. Bankers who have been driving against the wage structure in the building industry for three years; general contractors who feel they will profit in their bid peddling by lower union scales; hungry sub-contractors who are crazy for work; all these have brought tremendous pressure upon the Recovery Administration to beat down wages to a point unbelievably low. In general, the cuts requested have been about 60 per cent. In the electrical contracting field the employers minimum scale requested is 60 cents per hour. The whole problem has been complicated by the injection of new groups into the picture backed by bankers and by powerful groups that lie on the fringe of the building industry, but do not properly belong to it. This group has formed the Construction League and has had considerable influence at the NRA through Malcolm Muir, divisional deputy.

Certain contractors have rebelled against this attempted leadership by this alien group and have tried to overturn the supposedly cordial arrangement as between the Construction League and the administration. An all-night meeting held in the middle of October with Malcolm Pirnie, mayor of Scarsdale, N. Y., and now assistant to Malcolm Muir, was stormy. Following that meeting, Michael J. McDonough, president of the Building Trades Department of the A. F. of L., who has had the full co-operation of the Carpenters, Bricklayers, Electrical Workers, and all member organizations of his department, in this particular enterprise, sent the following strong statement to Administrator Hugh S. Johnson:

### Unions Most Astonished

"We therefore were much astonished, when the presidents of the various

**Delay in construction codes favors unfair employers. Mysterious line of influence from Construction League to NRA. Fallacies exposed. Basic regulations still unsettled.**

unions, at the request of Deputy Administrator Pirnie, were convened October 11 and were offered no specific suggestions as to the contents of the codes, but a list of generalities aimed at undermining the agreements already arrived at between the unions and the government. Apparently, no substantial progress has been made since the public hearings.

"At this meeting with the presidents of the various building trades unions, Mr. Pirnie expressed his position with regard to the various possible methods of accelerating construction in the United States. The crux of his remarks and the instructions which he has issued to his rewrite department are that wages are to be reduced by some 20 per cent below the terms proposed by the employers which were confessedly offered for bargaining purposes, and are out of line with the terms which should prevail in the building industry, in view of the labor provisions in the codes of the manufacturing industries.

"Furthermore, it was pointed out that this decrease in wages was to be coupled with long hours of employment so that the worker might overcome his small hourly rate by a long workweek. In other words, the very causes of the depression—low wages and long hours—are to be used as a means of curing the depression.

"As a panacea, this scheme is totally out of harmony with the provisions, spirit and intent of the NRA. We are rather surprised that an official of the administration should openly support such a policy and propagandize such action. It appears to be a negation of the very underlying purpose of the entire Recovery movement.

### Danger Signs Flying

"The proposal for lowering wages and increasing hours beyond those proposed by the employers has been dismissed by a number of groups of employers. Nevertheless, the continued advocacy of

such a policy is likely to undermine the entire Recovery Administration, for it will encourage employers to proposed terms of employment below that which they are even now considering. We wish to protest not only against the specific suggestions in the case of the building industry, but against the advocacy of this policy by officials of the Administration when representing the NRA. We, as well as many economists, statisticians and builders, believe that the policy is unsound.

"We sincerely believe that costs of building construction can be reduced by methods other than the sweating of labor. \* \* \* An unorganized construction and real estate industry would only lead to unwarranted expansion, costly construction, unscientific developments of housing, backward structures and great social waste. It was the overbuilding of speculation during the '20s which helped to precipitate the present depression."

### Construction League Under Fire

The International Brotherhood of Electrical Workers early took this same position in regard to the Construction League. On September 6 it filed a formal statement with the National Recovery Administration in which it analyzed the pretensions of this League.

"In Bulletin 68, issued by the National Recovery Administration, the Construction League of the United States is listed as 'claim representation: statistics not available.' This is a serious omission inasmuch as the Construction League has presented a master code which is supposed to cast its influence upon every sub-code submitted to the Recovery Administration within the construction field. Indeed, this clause is included in the sub-codes:

"This code for the electrical contracting industry, being a supplemental code to the general or basic code for the construction industry, is subject to the provisions of the 'Code of Fair Competition for the Construction Industry' which is hereby adopted and made a part hereof and shall be attached hereto, and any provisions of this code of fair competition for the electrical contracting industry which may be inconsistent therewith shall yield thereto."

"The most important function that can be performed in any industry has been entrusted to a group for which statistics are not available. The Construc-



tion League is only two years old, having been founded in September, 1931. It is composed of the following member organizations:

American Institute of Architects.  
American Institute of Steel Construction.  
American Road Builders Association.  
American Society of Civil Engineers.  
Associated General Contractors of America.  
Contracting Plasterers' International Association.  
International Cut Stone Contractors' and Quarrymen's Association.  
International Society of Master Painters and Decorators.  
National Association of Marble Dealers.  
National Association of Master Plumbers of the United States.  
National Committee of Building Congresses.  
Portland Cement Association.  
The Producers' Council.  
Roofing and Sheet Metal Industries Conference.

Of this number, without wishing to present any invidious criticism, it may be said that only six of the 14 are directly in the construction business. For example, the American Institute of Steel Construction is in the manufacturing business, as is the Portland Cement Association, as is the International Cut Stone Contractors' and Quarrymen's Association. These trade associations are so listed in the publication entitled "Commercial and Industrial Organizations of the United States", revised edition, 1929, published by the U. S. Department of Commerce.

#### Aliens Should Be Excluded

"The offering of a blanket code for the entire construction industry by trade associations not intimately concerned with that industry raises an important question of policy. Some of these adjunct trade associations will be governed by codes of their own. Some of them will be subject to the principles set up in these codes and these principles are likely to be in serious conflict with the principles set up in the blanket code offered by the Construction League. Moreover, if the Recovery Administration is going to sanction and endorse this policy of drawing in from the periphery of an industry, trade associations more likely belonging to other industries, we then would wish to ask, why haven't all other adjunct industries been included? Why hasn't the National Lumbermen's Association, which supplies material? Why hasn't the Face Brick Association been included? Indeed if the Recovery Administration is going to sanction this policy, then the Construction League of the United States, as constituted in and by these 14 groups, cannot possibly be called representative. It is our belief that the Construction League is an unnecessary fiction which will only clog up the operation of the sub-codes submitted by the various essential branches of the

construction business. This super-code is unnecessary. An indication that it is unnecessary is had in the fact that no other industry has found it necessary to produce a super-code."

#### League Spends Huge Sum

The Construction League did not cease its activities following the hearings on construction codes. This group spent a vast sum of money to make a nation-wide survey of wages in the industry and this was filed with the NRA with certain recommendations. President Dan W. Tracy, of the International Brotherhood of Electrical Workers, took exception to these declarations and answered them fully and completely in the following letter:

October 5, 1933.

Mr. Malcolm Pirnie,  
Deputy Administrator,  
National Recovery Administration,  
Washington, D. C.  
Dear Mr. Administrator:

We have received a copy of the progress report on hours and wages of the Construction League of the United States, which we understand has been sent to you. This report reaches conclusions that are so obviously erroneous that we beg the privilege of submitting a counter-statement to them herewith.

1. This brief says: "Wage scales most frequently published are usually union scales in the large cities, and have usually not been representative of the country as a whole."

Rebuttal: There are no other wage scales than union in the country. Union scales set the standard and are accepted by the statistical division of the U. S. Department of Labor. Non-union wage scales are fluctuating things yet they follow a definite lawful curve just below the union wage scale. If union wage scales were abolished, only chaos would exist in the wage field and honest contractors would be greatly penalized by this condition as would the government in letting contracts. The gentlemen offering this brief are making a plea for anarchic chaos.

2. They say: "In the country as a whole union labor represents a minority of those employed by the construction industry."

Rebuttal: This is only a relative comparison. Union labor does from 55 to 85 per cent of the construction of the country. Numerically it may be smaller than non-union but actually it is preponderantly more influential and powerful. There have been few major construction jobs in the United States in the electrical construction field since 1920 that have been non-union. The gentlemen offering this brief are merely trading on an ambiguity. Union labor as far as performance, influence, and force go fully represents the construction industry.

3. These gentlemen say: "Current non-union scales more nearly represent economic wage scales than do union scales."

Rebuttal: This can only be true because no real private construction is going forward in this country. What jobs that are going forward are of the repair, self-industrial types where there is no opportunity for collective bargaining and no opportunity for the union to exercise its collective strength in determining wage scales. The moment that private construction resumes, wages will go up all over the country. To set a wage under the code based upon the desultory, fluctuating and unfair schedule now going forward in repair and self-industrial jobs, would merely court disaster.

4. These gentlemen say: "In general, even in boom times actual wage scales in small towns, suburban areas, and rural districts have been lower than in cities. Potential demand today is relatively greater in such small localities than in large city work."

Rebuttal: This is a veiled plea for exploitation of unorganized rural and town workers. Even so, this generalization is only half true. The gentlemen are referring to residential building, and residential building will go forward and must go forward in large cities as well as in small towns. This type of building will not go forward in large part without municipal and government subsidies to builders. This is the old argument that houses can be built even though there are no buyers to buy them. Low wages such as these gentlemen ask for will merely kill the goose that laid the golden egg by providing no markets for the residences they seek to build.

5. These gentlemen say: "During the depression many craftsmen, skilled and unskilled, have worked for wages considerably below union scales."

Rebuttal. This is not as true as the gentlemen suppose. It is true that the contractors have played unfairly and dishonestly and forced union men to give back a part of their weekly wage in order to hold their jobs. This is a condition which can only be true under panic conditions when millions are out of work. These gentlemen are asking the government of the United States to capitalize these chaotic and unsocial conditions to the benefit of chiselling contractors. It is interesting to note that the Tennessee Valley Authority has just forced such a contractor in the city of Knoxville to pay back wages to union building tradesmen who were forced to work at a scale below the scale set up by the present recovery agreement.

6. These gentlemen say: "In many cities, there have been agreements or tacit understandings with unions providing for lower wage scales on repair and alteration work than on new construction. With the present large potential demand for repair, alteration and modernization work, minimum scales should be low enough to encourage this class of activity."

Rebuttal: It is true that unions have tried a tentative dual wage schedule to meet the economic situation and to allow a lower scale on repair and alteration work. This was only an experiment,



one which the International Brotherhood of Electrical Workers has taken part in, and this union and others can say emphatically that it was a failure because contractors tended to use the lower scale as a club to beat down wages in every direction. The unions are emphatically opposed to this arrangement because it tends to rawhide labor.

7. These gentlemen say: "Construction volume in 1932 was 52 per cent below 1913; in 1933, about 60 per cent under 1913. (See Appendix A.) To expect any element in the industry to re-establish or maintain its status of the 1921-1929 period at any early date is not in accord with any reasonable probability; recovery of the 1913 volume will be a tremendous gain for the industry as a whole. It is worth noting on the first chart in Appendix A that commodity prices; cost of living, union wage scales and construction volume followed each other closely through the years 1913, 1914, 1915, and 1916. From 1916 through 1920 wages, commodities, and cost of living rose with considerable uniformity, but construction volume lagged behind. The depression of 1920-1921 brought about marked declines in cost of living, commodity prices, and in 1921 and 1922 slight decreases in union wages and volume of construction. From 1922 to 1928, cost of living and commodities remained practically constant, whereas there were rapid increases in both union wages and volume of construction. Since 1928, commodity prices, cost of living and construction volume have decreased very rapidly, construction much more drastically than either of the other two; whereas until 1931, union wage scales continued to increase, and since 1931 have decreased only slightly.

"It would therefore seem logical to consider the economic necessity of bringing more nearly together the various elements of the construction industry, viz.: material prices, cost of living, and wage scales. Union scales in many localities are out of line with the general economic status of the industry."

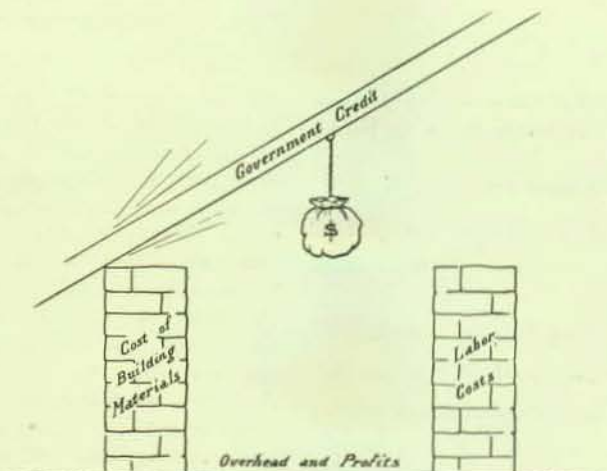
**Rebuttal:** This is an attack upon the whole conception of the National Recovery Act. It is a plea to let wages go where they may under the so-called beneficent theory of supply and demand and market value. It is an attack upon NRA. The whole aim and objective of NRA is to raise wages in order that we may come out of the depression. These gentlemen want to glorify the open market value of the labor commodity as the way out. The way to apply the theory of high wages as outlined in the National Recovery Act is the way that the President of the United States appears to be applying it, by supplying capital to the capital goods industries through public sources rather than through private banks seeking profit.

Respectfully yours,

DAN W. TRACY,  
International President.

## THEORY OF ENERGIZING CAPITAL GOODS INDUSTRIES IN TIMES OF DEPRESSION

### HOW CAN WE CLOSE THE GAP AND GET CONSTRUCTION WORK MOVING ?



### DROP THE CANTILEVER OF GOVERNMENT CREDIT !

#### New York Employers Speak

In the meantime contractors are beginning to see the strategy of the Construction League and its friends, and are filing protests to the NRA. The Electrical Contractors' Association of New York sent the following letter to Malcolm Muir:

October 10, 1933.

Malcolm Muir, Esq.,  
Deputy Administrator,  
National Recovery Administration,  
Washington, D. C.  
Dear Sir:

The electrical contractors who operate in New York City and vicinity are strongly opposed to the low minimum rate of wage set up in the code as submitted by the National Electrical Contractors' Association. Although all of our 85 contracting firms are members of the National Association the fact is that in New York we have a condition which perhaps does not exist in other sections of the country. Our association employs members of the Brotherhood of Electrical Workers exclusively under an agreement to pay \$1.40 per hour. If the 60-cent rate recommended by the National Electrical Contractors' Association is approved the differential of 80 cents per hour is so great that the union mechanics would practically

be prevented from securing employment.

In view of the fact that the federal government has itself set up a minimum of \$1.20 per hour for skilled mechanics in New York District on government operations we can not reconcile any lower rate now being approved. It is possible that in certain small communities in the United States a man can maintain a home and family on \$4 or \$5 per day, but in this city and vicinity the minimum rate of \$1.20, as set up by the federal administrator, is certainly low enough, especially in view of the fact that we are rotating employment, the men actually working only three days per week receiving \$33.60. Prior to the last year \$1.65 was the union rate, which was reduced to \$1.40 because of unemployment but this reduction not only failed of accomplishing any employment increase, but if it had any effect simply permitted the non-union employer to reduce his wage rate from \$6 to \$5 or \$4. We understand that non-union men are being employed in this vicinity at \$3 to \$4 per day of eight hours and are frequently worked beyond these hours without additional pay.

Making a rate of 60 cents will only tend to legalize this exploiting of the mechanics and if a six-hour day becomes the requirement will at best give a man

(Continued on page 475)



# Data On Construction Set-Up In N. R. A.

**What is the Construction League which has the inside track at NRA?**

**Member Organizations** (June 1, 1933)

The American Institute of Architects.  
American Institute of Steel Construction.

American Road Builders Association.

American Society of Civil Engineers.

The Associated General Contractors of America.

Contracting Plasterers International Association.

International Cut Stone Contractors' and Quarrymen's Association.

International Society of Master Painters and Decorators.

National Association of Marble Dealers.

National Association of Master Plumbers of the United States.

National Committee of Building Congress.

Portland Cement Association.

The Producers' Council.

Roofing and Sheet Metal Industries Conference.

(From "A Brief Statement on the Construction League of the United States" issued by the League.)

**What is the personnel of the code committee of the Construction League?**

Personnel of the committee was named as follows: S. F. Voorhees, chairman, Voorhees, Gmelin and Walker, Architects, New York City; John P. Hogan, vice chairman, Parsons, Klapp, Brickerhoff and Douglas, Engineers, New York City; F. P. Byington, general manager, Architects Service Department, Johns-Manville Corporation, New York City; W. T. Chevalier, director, Engineering Publications, the McGraw-Hill Publish-

ing Company, New York City; C. H. Dabelstein, W. F. Dabelstein Company, Master Painters and Decorators, New York City; P. W. Donoghue, P. W. Donoghue Company, Plumbing Contractors, Boston, Mass.; A. E. Horst, secretary-treasurer, Henry W. Horst Company, Engineering Contractors, Rock Island, Ill., and Philadelphia, Pa.; William Steele, 3rd, vice president, Wm. Steele and Sons, Inc., Builders, Philadelphia, Pa., and J. W. Follin, secretary. Headquarters for the committee have been established at Suite 925, Willard Hotel, Washington.

(From August, 1933, "Construction", official bulletin of the Construction League of the United States.)

**Who is Malcolm Muir, Divisional Administrator, NRA, in charge of construction codes?**

**MALCOLM MUIR**

McGraw-Hill Publishing Company—president.

Business Publishers International—director.

McGraw Hill Catalog and Directory—director.

McGraw-Hill Book Company—director.

National Publishers Association—director.

342 West 42nd Street Corporation—director.

Newton Falls Paper Company—director.

**ALBERT R. PALMER**

McGraw-Hill Publishing Company—director.

The Starrett Corporation—vice president and director.

Starrett Brothers & Eken, Inc.—director.

Starrett Investing Corporation—director.

United Wall Paper Factories, Inc.—president and director.

Washburn Wire Company (Providence, R. I.)—director.

Palmer & Series—partner.

**EDWARD J. MEHREN**

McGraw-Hill Catalog and Directory Company—director.

Portland Cement Association—president and director.

(Source: Poor's Register of Directors, 1933.)

**Who is Malcolm Pirnie, Deputy Administrator sitting on construction codes?**

The code committee has since worked tirelessly to expedite hearings on the proposal and have held frequent conferences with Deputy Administrator Muir and his assistant, Mr. Malcolm Pirnie, former member of the executive committee of the League's national committee for trade recovery.

(From August, 1933, "Construction", official bulletin of the Construction League of the United States.)

**Who is the chairman of the code committee of the Construction League?**

**ALONZO J. HAMMOND**—General chairman, Construction League.

American Society of Civil Engineers—president.

First National Bank, South Bend, Ind.—vice president and director.

First Union Company, South Bend, Ind.—director.

Union Trust Co., South Bend, Ind.—vice president and director.

(Source: Poor's Register of Directors, 1933.)



# An Unsent Letter to the President of the United States

Dear Mr. President:

NRA is being assassinated in its own house. This is not a fantastical statement made for the sake of sensational appeal, nor political advantage, but a plain statement of fact. NRA is being assassinated by the deputy administrators charged with the responsibility of making it a success.

This is a grave indictment, we realize. It is made after careful, first-hand observation and investigation since the first impressive and historic opening of the public hearing in the cotton textile industry late in June. It is made with due regard to all the facts, and, we are confident, with full appreciation of the significance and import of NRA to the nation, and its important underlying philosophy.

NRA represents studied effort to harmonize all discordant elements in the nation into a vigorous forthright push against depression. It is a venture in co-operation. It is more than that: it is an experiment in economic control, a revolution by consent, and a passionate attempt to change tradition and trends, to build as it destroys. It is predicated upon three conceptions, and three courses of action:

(1) That the trade association, the industry, should become the basis for a new type of organized effort; that the trade association should set up laws to govern itself, eliminate all unfair practices, and in return for these social gains, the industry should be allowed to gain the advantages of combination and control.

(2) But that labor should have the same right to organize, to bargain collectively, and lest democracy be destroyed, labor should have a protesting voice in the making of codes.

(3) That government should hold the balance true as between labor and capital, be the far-seeing, disinterested, neutral party in all controversy, and build whole and true.

Now then it may be said that in the main, industry has done its share. It has presented codes, and, in the main, striven to eliminate bad trade practices.

Labor, too, has lived up to your expectations, Mr. President, and we may say has done more than that. It has trusted the government fully as a neutral third party. It has checked its recalcitrant elements, built up research departments, presented reasoned cases, and co-operated fully to make NRA a success. Why then is NRA a disappointment?

NRA is a failure because the third party has not been neutral, disinterested, fair, and has failed to hold the balance as between capital and labor true. The administration of NRA has been partisan, unpatriotic, factional, unfair, treacherous to you and to your ideals, Mr. President. In a time like this, when national economic planning depended upon large-minded, disinterested administrators, certain important offices on the fourth floor of the Commerce Building have been filled with petty connivers, partisan and mean defeatists, lobbyists and chisellers incapable of grasping the function of a disinterested, impartial governmental agency in the midst of a national crisis.

We pass over, Mr. President, reports that venality has ruled the decisions of certain deputy administrators, and call your attention to well-known facts.

Deputy administrators have schemed deliberately to break and contravene the law.

Deputy administrators have held hearings which have outraged the simplest and commonest rules of inquiry.

Administrators have deliberately argued and worked against the law, seeking to undermine its underlying contention that prosperity can return only upon the wings of increased purchasing power.

Administrators have sacked research information for employer group advantage.

Administrators have held public hearings and ignored all evidence, and all codes presented, scrapping all material, and bringing out their own partisan instruments that favored special interests.

Administrators have insulted labor representatives, tricked them, pulled them hither and thither, and made it difficult, if not impossible for them to function.

Administrators have refused to call in advisers on codes, when advisers were expressly charged with the responsibility of passing upon them.

Administrators have made government a laughing stock, an object of despair and derision.

Mr. President, the underlying idea of NRA is sound. Its philosophy is creative. It contains the seeds of a new order which will bring stability and prosperity to America. It should not be allowed to fail. It can be made to work.

Mr. President, the money-changers are not only in the temple. They are in your own house. They should be scourged out.

ELECTRICAL WORKERS' JOURNAL.



# Research, Not Words, Triumphs Before NRA

A CABINET member is the authority for the statement that on the whole labor unions have presented their case more forcibly, more in line with facts and figures, and more impressively than have employers appearing at public hearings before the National Recovery Administration. This is significant, inasmuch as labor union officials are supposed to have come up through the ranks trained in the give and take of rough and tumble oratory with hecklers, and not trained in the more sedate school of cold presentation of evidence. It likely indicates that American labor has successfully made the changeover from the old school of legislative representation in Washington to the new school of scientific presentation of industrial knowledge.

Early in the hectic history of NRA, the administration announced that public hearings were in the nature of administrative inquiries set up to give information to the administrator and not for the purpose of argument either between the two sides appearing, or as between disputants and the administration itself. This ruling in a way put labor at a decided disadvantage, for labor had no equal position before the administration with employers inasmuch as its sole purpose there was for the purpose of objecting to provisions of the codes offered by the employers. Employers also, if they had the ear of deputy administrators, could get leading questions asked by the administrators which would have the force of real arguments, but labor accepted the ruling, and recent history now shows that it has made good. Oratory had no place before the NRA. Quiet, studied, intense, clear, and intelligent presentation of facts was necessary.

## Research Plays Role

There is little doubt that the whole process of effecting changes in codes has greatly stimulated interest in research among labor unions. Some unions hired economists to prepare briefs for them. Those unions with research departments found themselves in peculiarly strategic positions. The Labor Advisory Committee of NRA built up a research department of its own that gave intelligent and helpful service to all labor unions. This was composed mostly of young college men who had training in the gathering of material and a certain technical competency with little knowledge of the labor union, but who were spirited enough and intelligent enough to co-operate with the labor leaders. The resulting collaboration was successful.

It appears now that every labor union will have to become well-informed about the statistics of its industry. NRA is expected to be a permanent institution. Codes will be constantly reopened. There will be constant negotiations as

**Oratory is taboo, though clear, concise presentation remains important. Labor unions make impressive showing at all hearings.**

between employers and unions and the government on changes. More and more it is believed research data will take the commanding place in decisions. Unfortunately it has not, to the extent it should, up to the present. But this cannot go on if NRA, or the institution that succeeds it, actually becomes a driving success.

The International Brotherhood of Electrical Workers found its problem peculiarly intensified. More than any other union, it was concerned with many industries. It prepared five basic briefs of extended analysis and conclusions. In addition, it presented many long formal statements in regard to labor's position on industrial matters and sent many letters to NRA outlining petitions and requests for code revisions. It is no exaggeration to say that perhaps 60 industries were reviewed in some manner by the International Office. This put a very heavy burden upon the union's research department. If the union had not been prepared for this heavy burden, it would have failed. The data which the local unions have so successfully gathered and prepared was of inestimable value. This experience alone has justified faith in local union research work. It is apparent that local unions are beginning to see that a careful assembling of simple research data

can be helpful at home as well as in the International Office.

## Local Unions Progress

A. L. Wegener, business manager of L. U. No. 309, East St. Louis, Ill., was in Washington during some of the hearings. His local has been very successful in making careful reports to the local office and to the International Office. It has adapted the suggestions of the I. O. to its own particular problems with great skill. Mr. Wegener reported that they had found that research information was of great help to them locally. Not long ago, a customer found fault with an electrical job, declaring that the job was too costly. Like so many other customers he was inclined to lay the fault of this to high labor costs, and he declared that no more work would be forthcoming until wages were reduced. The business manager of L. U. No. 309 went through the files and gathered reports on this particular job and proved to the satisfaction of the customer that the labor cost was not the reason for the high cost of the job. More work was forthcoming. Another time, the union was blamed for the high cost for changing the service switch where it was necessary for the use of an electric stove. Again the business manager went over the work reports of the members on this job and on other jobs involving electrical stove installations, and proved to the customer's satisfaction that the wages were not the underlying reason for the high cost. Local Union No. 309 is keeping a very close check on classification of work done by its men.



A Local Union Office Where Local Statistics Are Carefully Gathered—and Used. Business Manager Wegener at His Desk in East St. Louis.



# Let Us Talk "Your Case" Over

By G. M. BUGNIAZET, International Secretary

SO many inquiries about organization and its cost are reaching this office that this article is written to answer a few of many questions.

There are many interests who are trying to take advantage of existing conditions to cause confusion. These are advocating independent organization, industrial organization and various other forms. There is also activity among unscrupulous employers, who have always interfered with, and objected to their employees' organizing. Now some of these advocate company plant unions; others, plant organization with a federal charter from the American Federation of Labor, arguing that the employees would then be organized and the members of the A. F. of L., and by this arrangement would escape what is claimed as heavy dues for membership in the I. B. E. W. Such unscrupulous employers, with the assistance of a few of their employees, would be able to control and dictate the activities of the organization on account of the lack of assistance and information such as is furnished the locals of the Brotherhood by the International Officers and their representatives. And, if the employees were to lose their jobs, what benefit would there be in membership in such or any similar organization?

This question of the form of organization is a question of control. There is little doubt that employers hope to control by playing unskilled and semi-skilled workers against the skilled.

## Danger in Manipulation

The form of the International Brotherhood of Electrical Workers is flexible. It is not rigid, and the union receives all types of workers connected with the electrical industry. However, it cannot allow control to slip away from it by wholesale induction of partly skilled men.

Now as to the cost: for federal charters in the A. F. of L., the minimum initiation fee is \$2.00 and the minimum dues \$1 per month. In the I. B. E. W., the minimum initiation fee is \$5 and \$12 under certain existing conditions, and the minimum dues are \$3 per month, of which \$2 is paid to the International Office, as a per capita tax, and the other dollar remains in the local union treasury for the operation of the local union.

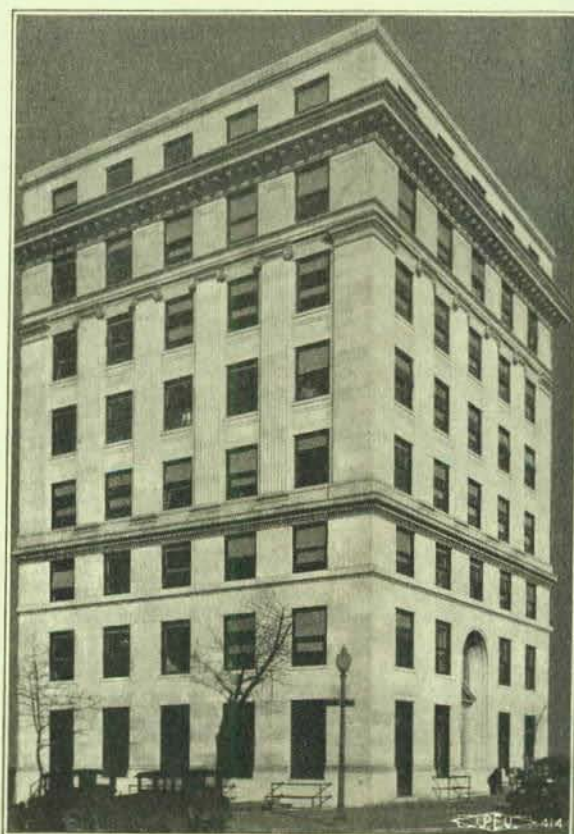
What are the advantages in being a member of the I. B. E. W.?

First, this membership in a bona-fide labor union is permanent. A craftsman is in his craft organization no matter

Questions of joining the union, its costs, its benefits, its value, are frankly met in a simple, straight-from-the-shoulder discussion by a chief officer.

where he works, and each year his membership becomes more valuable.

Second, a membership in one of the most progressive and constructive labor organizations in existence.



1200 15TH STREET N. W., WASHINGTON, D. C.  
This handsome, substantial office building denotes the stability and efficiency of the International Brotherhood of Electrical Workers.

Third, a membership in an organization known for carrying out its promises and agreements, and for its endeavors to improve the industry and its standards.

Fourth, each member receives through the mail monthly the best labor and economic magazine published—The Journal of Electrical Workers and Operators.

Fifth, through the combined activity of its officers and members, it has brought the membership up from the 12-hour day, seven-day week, and 20c per hour with no pay for overtime, to the present standards: eight-hour day;

five-day, five and one-half-day, and six-day week; from 75c to \$1.65 per hour wages, with time and one-half and double time for overtime; and vacation with pay—all depending on what branch of the industry a man is employed in, and how long organized.

Sixth, all of the above is the best kind of insurance policy for the protection of the workers' industrial and economic condition.

Seventh, life insurance in accordance with the member's length of continuous standing in the organization, as follows:

One year or more-----	\$300
Two years or more-----	475
Three years or more----	650
Four years or more-----	825
Five years or more-----	1,000

This insurance is provided by the organizing of a fraternal insurance association, chartered under the laws enacted by the Congress of the United States for the District of Columbia. This means full supervision of the Association by the Insurance Department of the District of Columbia. Since the incorporation of the Electrical Workers' Benefit Association, in 1922, we have paid to the heirs of our deceased members (to September 30, 1933) the amount of \$3,151,586.10. The Mortuary Fund of the Benefit Association is now over the \$4,000,000 mark. This accomplishment speaks for itself.

Eighth, a pension to all members who have retired from the trade, who have reached the age of 65 years and have 20 years' continuous standing in the organization. The amount of the pension is \$40 a month, and thereafter their per capita of \$2 a month to the International Brotherhood of Electrical Workers is maintained, free of charge making a \$42 a month benefit. This pays for the insurance in the Electrical Workers' Benefit Association which means once a member is placed on pension he has no further payments to make and his insurance is carried for him.

Now let us consider what it would cost a member for just the two last named benefits—namely, the \$1,000 insurance and the \$40 a month pension, if bought from an insurance company by an individual member:

Age at Entering	Cost for Both Benefits
21-----	\$2.18 per month
25-----	2.69 " "

(Continued on page 471)



# Goal Set By Scandinavian Countries

By Arrangement with Harper's Magazine

THOSE Americans who stand perplexed before an almost impossible economic situation will find real encouragement in what Norway, Sweden and Denmark have done and are doing in the way of building a system of restricted capitalism. The story of the accomplishments of these Scandinavian countries is brilliantly recited by Marquis W. Childs, a St. Louis newspaperman, in *Harper's Magazine* for November. The subject of his article is "Sweden: Where Capitalism is Controlled." Mr. Childs points out that the work of these countries has been done steadily, intently and peaceably during the past 10 years. It has been carried on after a plan and the result stands somewhere half-way between Russian Bolshevism and dark American capitalism.

One of the features in this tremendous upward climb of the Scandinavian masses, says Mr. Childs, has been "an impregnable labor movement." This impregnable labor movement has worked through the social democratic party which has taken for its political slogan "Comfort in the home for all classes." Labor has united with consumers and those in control of the state have embarked upon a long process of social education. So effective has this education been that it has reached the capitalist himself and caused him to be willing to modify an intense system of greed and competition for a more social order. The consumer finds his protection and speaks through co-operative societies. Mr. Childs says: "The co-operative societies and state have competed with private enterprise in one field after another and are on even terms with no favors asked, and they have won by virtue of their efficiency and acumen, and, it goes without saying, by virtue of the fact that they have not been under the constant necessity of surrendering to ownerships a sizeable surplus."

A description of the state's business enterprises follows:

"The state had an investment in business undertakings in 1929—the last year for which complete figures are available—of \$613,452,000. On this investment in that year there was a net return of 6.08 per cent. And it must be recalled that this is in a country of 6,000,000 population, distributed over a large area, much of which is mountainous or forest-covered. The activities of the state are many and varied. The state owns and operates at a profit nearly one-fourth of the forest area. The state controls and derives a considerable profit from the operation of about one-third of the mines. The state owns and operates at a profit railway, telegraph and telephone systems. The state generates 34 per cent of the electricity used, and this represents about 80 per cent of the amount used by householders. The state controls and

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**Revolution without violence toward a restricted capitalism. Big business guided and controlled by government competition. Co-operatives of consumers. A new society.**

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derives a considerable profit from the sale of tobacco and liquor and the broadcasting of radio programs. And it is now proposed to make the importation and wholesaling of coffee and the manufacture and export of arms and munitions also state monopolies."

## Power Business Great

One of the most successful business projects of Sweden is that of electric power. Mr. Childs comments on this feature in full.

"How this has been done can be shown perhaps best in the field of electric power. And in this connection I am tempted to recall a conversation in Sweden in 1930. Motoring through the pleasant Swedish countryside with the editor of one of the large Chicago newspapers, we talked of this business of putting the state in competition with private power companies. The editor had only a blustering impatience for such an arrangement. 'We don't need anything like that in Chicago,' he said. 'We have Samuel Insull and he gives us our power and light cheap enough.' Events that came to light a year later disclosed that Mr. Insull was not solely interested in providing Chicago with electric power at a fair rate. \* \* \*

"When the state entered the power field nearly 25 years ago it owned several important waterfall sites; private concerns and certain of the larger towns were already established and were beginning to develop water power for their own requirements. Methods were wasteful, rates were high. And yet competition was such that there was little or no profit in the industry. Gradually the state built up its own power bloc. There was at the head of the Royal Board of Waterfalls a man of great ability, W. Borgquist. He developed the state's power system by the addition of one station after another so that it soon occupied a strong, strategic position with lines stretching down the whole length of the country. It was operated in the most efficient fashion to produce power at the lowest possible cost to the consumer. \* \* \*

"For 1932 the state operated its power system at a profit of \$288,604—this after all interest and tax charges had been deducted—on 1,700,000,000 kilowatt hours of power. While this

sum is a small profit, it must be remembered that the state has had a heavy social responsibility; first it has fixed its rates as low as possible, and second, it has developed backward regions. Sixty per cent of the land under tillage in Sweden has been provided with electricity, a higher percentage than exists in any other country. \* \* \*

"Rural districts form their own co-operative societies, construct the necessary local supply systems for 3,000 volts, the transformer stations necessary to step the energy down to low tension, and the requisite local supply lines. The operation and upkeep of the local lines and the delivery of energy in the territory of the society are also the business of the individual co-operatives. The capital to build and run the co-operative distributing system is contributed by members of the society in proportion to the amount of land owned, the number of rooms in a dwelling, or, if it is a shop, the number of lighting and motor installations. The larger societies are able to take advantage of an industrial rate offered by the state, so that they pay about 1.58 cents a kilowatt hour for power. The smaller societies take the district rate and pay 1.82 cents. To this must be added, in fixing the price to the ultimate consumer, the cost of distribution within the co-operative system."

The state with the consumer has gone in for breaking of international monopolies such as that on electric light bulbs successfully. Co-operation has been successful in the field of housing. A co-operative housing society has built during the last 10 years a whole series of model apartment houses in Stockholm and other leading cities.

Americans can readily see the parallel between this remarkable social order in the Scandinavian countries and the new deal in the United States. The public works organization of the federal government is now attempting to clear slums and bring a more decent housing order in this country. The Blue Eagle is attempting to subject ruthless and disordered private industry under social ideals and aims. To be sure the task in the United States is complicated by complexity and by the fact that big business has grown to tremendous size with concentrated wealth and with a spoiled class of dictators who resent any interference with private initiative. However, if an impregnable labor movement and the consumer and the state persist, America may build a new social order without violence or extreme measures.

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A man is a great thing upon the earth and through eternity; but every jot of the greatness of man is unfolded out of woman.—Walt Whitman.



# America Needs New Vision—Dreams

By the PHILOSOPHER

**C**ODES—hundreds of them. Words—millions of them. Laws—thousands of them. And still violations. Still law-breakers. Still chisellers, and racketeers. Codes are but the open acknowledgment of our weakness. They write large above the national escutcheon, "Weighed in the balance, and found wanting." What America needs is new vision, new dreams. A new spirit of co-operation—a new soul—with the swiftness of a prairie fire—must sweep across the nation—if we are to succeed—really.

And this new spirit must be the spirit of organization, co-operation, of placing the common good above individual gain.

There are not enough policemen in the land to corral the code violators. The awful and dangerous state to which the business system as is has brought America is indicated by the wide-spread willingness of citizens, calling themselves patriots, to make a laughing stock out of the rules of the game. We must have a new spirit. The New Deal is not enough. A new dream must guide the game. A new outlook must beckon the

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**Codes are not enough. Laws can't bring relief. A great social fervor for a decent common life must sweep nation.**

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dealers. A new sense of fairness, decency, manhood, must reach deep into America's being.

Kipling, often called the poet of imperialism, yet knew the secret of co-operation. He said:

*This is the law of the jungle,  
As old and as true as the sky,  
And the wolf that shall keep it shall prosper,  
But the wolf that shall break it must die.*

*As the ivy that girdles the tree trunk,  
The law runneth forward and back,  
For the strength of the pack is the wolf,  
And the strength of the wolf is the pack.*

—Kipling.

Let the youth of America turn away from the philosophy of get—for-I, you-for-you, and the-devil-take-the-hind-most. Let them give up the animating philosophy of greed. Let them ignore mercenary individualism for a new social philosophy.

*When weary folk toil, black with smoke,  
And hear but whistle's scream,  
I went all fresh from dawn and dew,  
To carry them a dream.*

*I went to bitter lanes and dark,  
Who once had known the sky;  
To carry them a dream—and found  
They had more dreams than I.*

—Mary Coughlin Davies.

Yes, the workers had early to learn the lesson of mutual helpfulness. Hunger taught them. Want, friendlessness and lowliness were their masters. They wrung from their own wretched state the deepest lesson of life: neighborliness.

In their toil, too, is a picture of the oneness of humanity:

*I dreamed the plowman told me: "Grow your bread*

(Continued on page 473)



ONE OF THE IMAGINATIVE PAINTINGS BY ROCKWELL KENT SUGGESTS NEW GOALS FOR MEN

Courtesy Corcoran Gallery of Art



# Marconi Praises Fair's Address System

By GEORGE C. PEDLEY, L. U. No. 134, Chicago

FEW American citizens know that the largest public address system ever installed served the now-closing Century of Progress, Chicago's successful world's fair.

The fact that the use of sound amplifications is becoming more widespread should interest every member of the I. B. E. W. and a knowledge of electronics may become very essential to every member as time goes on; consequently you will be interested to know that the

**System controlled and maintained by Local Union No. 134, greatest in world.**

In addition, it was possible to obtain instant communication with central control room or any of the various pick up points by means of portable telephone apparatus which was sent out as part of every set up. This made it possible to constantly check the programs if necessary, and quickly correct any condition which would interfere with correct modulation.

The main control board at Hall of Science had an output of 1,300 watts and was arranged to serve sub-panels at Fort Dearborn, travel and transport building and the floating theatre located in the north lagoon. These sub-panels in turn were operated by members of our local, to serve groups of speakers in their area. Each sub control room was equipped with electrically driven turn-table, to provide musical entertainment electrically transcribed in their particular area, in the event of failure to receive regular programs from main control room.

## Artful Speaker Control

The problem of providing outdoor entertainment was accomplished by the installation of 120 14-inch Magnavox speakers mounted in pairs on standards approximately 20 feet high, located at various parts of the fair grounds, so connected to the main control board that any pair of speakers could be connected or disconnected as desired. The wisdom of the arrangement was apparent after the fair started, as many of the exhibitors would request that certain speaker units be silenced during the hours when their own apparatus was in use, which was possible with this system of speaker control.

Approximately 25 miles of lead covered cable was used for distribution to different speaker locations. Each pair terminated at an individual amplifier supplying each pair of speakers. These amplifiers obtained their primary current supply of 110 volts, 60 cycle a. c. at point where installed and were controlled by individual relay or separate cable pair, capable of being cut in or cut out at will.

The pick ups made at the regular or special feature programs were in charge of members of this local. Using term pick up means that one or two of the members had taken necessary sound apparatus to event as ordered set up, tested and put through program to control room to be redistributed to various parts of the ground. Many favorable comments regarding these programs and their handling have come unsolicited from men well versed in amplification and acoustic technique. In fact, Monday evening, October 2 (which the Century of Progress set aside as Marconi day), Signor Marconi expressed himself by saying: "Your system is the best and clearest I have ever listened to."

The doubt that may exist in the minds of engineers regarding the ability of a microphone of Piezo crystal design

(Continued on page 474)



AT THE CONTROL BOARD IN THE HALL OF SCIENCE

entire public address system of the Century of Progress was installed, maintained and operated by members of Local No. 134, I. B. E. W.

This system was installed under the direction and supervision of Edward G. Jones, in charge of electrical construction and maintenance, and Willard S. Wheeler, chief of the sound department, assisted by Al. Soudan, all members of Local No. 134, and was engineered with the idea of giving extreme flexibility in the handling of various types of programs. The necessity of this being very apparent. It became necessary at times to handle four programs simultaneously picked up at various points, such as Old Heidelberg, floating theatre, or court of the Hall of States, and redistribute through the main control board located in the Hall of Science to any sub-control board or group of speakers as desired.



Kaufman-Fabry Photo

Progress in Electricians. These Highly Skilled Good Looking Maintenance Men Make the Great Fair a Sound Unit. Part of Eight Four-Day Shift Outside the Control Room.



# Electrical Work at World's Fair Reviewed

By CHARLES D. MASON, L. U. No. 134, Chicago

**A**N entire book could be written on the construction, management and maintenance of a Century of Progress, which closes this month, but we must deal only with our own fields of activity in this article.

Electrical science is, after all, a great power still in its infancy. Its practical uses for light and power have been available for little more than half a century. Yet great strides have been taken during the last few years. So great have been these strides that A Century of Progress, 1933, was opened by the operation of a photo-electric cell by the light from a star. The photo-electric cell and amplifier equipment for this demonstration were located at Yerkes Observatory in William's Bay, Wis., and the operator at that point, when notified by radio, allowed his telescope to project the light of the star Arcturus upon the electric eye. This then passed sufficient current to operate the switch which actuated the equipment in the fair for the opening.

The star Arcturus was singled out for this purpose because light which left it 40 years ago, during the last World's Fair held in Chicago, and traveling at the rate of 186,000 miles per second, arrived at the time of the opening of A Century of Progress, 1933.

The first sight that attracted the attention of those who visited the fair at night was the gorgeous display of colors made possible by electrical lighting effects. Red, blue, green, amber and all the other colors of the rainbow were visible.

But few of the visitors realize the gigantic efforts, the study and the labor

**Electrical wonders of Century of Progress, chief of those which have stimulated Chicago citizens to start movement to make fair a permanent playground.**

which were necessary to produce this colorful spectacle. The average demand per evening at a Century of Progress was 210,000 kilowatts of power. This is equal to the demand of many cities. 167



Eddie Jones, Chief Electrician, and Bob Brooks, Assistant Business Agent of L. U. No. 134.

transformers ranging from 37½ to 330 kilowatts were installed, and 565,000 feet of lead cable were run underground to supply this demand. High tension lines were run from the generators to transformers throughout the grounds to supply this power for every hour of the 24 hour day.

Indirect lighting was used throughout the fairgrounds. Nowhere was there a direct light to gleam and injure the visitor's eyes.

Huge pylons of light with novel shapes and colors were placed along the highways for lighting and color effects. They were an everlasting source of interest and amazement to visitors because each group is different. Twenty-five distinct designs are installed in various parts of the fairgrounds.

Water was thrown 80 feet into the air from fountains in the lagoon, constantly changing in color as the spray settles to the water below. Eight different water and color displays may be produced from each fountain, the colors changing every 75 seconds. Each fountain was equipped with 70 underwater floodlight projectors with red, blue, green and amber lenses and by the blending of these colors all of the intermediate shades were produced. A Thyatron reactor provides this endless series of changing light and water effects.

Too few realize that these beautiful sights required daily attention on the part of highly skilled electricians.

Here is a battery of 24 floodlights. Each is a 36-inch arc unit controlled by a scintillator, and the light output of the group is 1,400,000,000 candlepower to light the heavens above.

One of the maintenance electricians said to a visitor to the fair, "You ain't seen nothin' yet. Wait till they start doing tricks with them."

(Continued on page 474)



THIS FINE CREW FROM LOCAL UNION NO. 134 HAS MADE THE GREAT ELECTRICAL FAIR OF CHICAGO A MIGHTY ILLUMINATION WONDER.



# Chances for Fascism Not So Remote

By HELEN ARMSTRONG, formerly deputy factory inspector, Wisconsin Industrial Commission, member of Women's Trade Union League

(Editor's note: This carefully prepared essay arrived too late for the October symposium on fascism. It is too sound to be omitted from publication.)

**E**XAGGERATION undoubtedly marks the statement made by Mussolini.\*

For one thing, he seems to have overlooked the fact that the governmental system here is not a parliamentary one—that is, that the chief executive is elected by the people (modified, to be sure, by the electoral college system) in contrast to the general practice under the "Demo-Liberal conception" in Europe of parliament selecting the prime minister or chancellor. Thus, our arrangement of "checks and balances" has never permitted the "responsible" form of government characterizing traditional European practice in which the executive or cabinet must retain the confidence of the legislative body. It should also be realized that the program of legislation under which the Roosevelt administration is now operating was granted by Congress—a condition conforming to the "Demo-Liberal" parliamentary procedure in Europe. Furthermore, at the time Congress conferred "emergency powers" upon President Roosevelt apparently a considerable majority of articulate opinion supported the action.

If, however, one is disposed to go behind forms and surface indications to an examination of realities, it ought to be recognized that the precipitate speed with which most of the administration's measures were put through both Houses (in the more "representative" Lower House frequently with a rule against amendments, and debate not to exceed an hour or two) admitted little opportunity for anything approaching thorough study by Congress of the content and meaning of the measures proposed. Emergency conditions may be pleaded in justifying the haste. But even if this is conceded, there ought to be no ignoring the circumstance that that Congress acted as a rubber stamp for nearly the entire program. The program may or may not turn out to be wisely conceived. But it is clear that its inception was more in line with the formalities rather than with what many regard as the realities of the "Demo-Liberal conception."

## Roosevelt Had Public Support

But the overwhelming vote for President Roosevelt, it can be argued, affords an adequate basis for maintaining that the program had a sufficiently democratic origin. This argument appears to be correct—if one is prepared to believe that our system of government is an essentially democratic one. But again the realist is likely to want to point out

**Woman leader surveys political field with authoritative eye. She wonders if Fascism is so distant. All factors carefully weighed.**

certain factors which may be viewed as vital limitations on the democratic process. The fact is surely of great significance, for example, that little over half of those qualified by age to vote actually exercise their franchise. Nor can non-voters be condemned in a body for this failure and the conclusion reached that, in the case of individuals so indifferent to their political rights, the quality of results under democracy is promoted rather than retarded because of their absence from the polls. For not a few of the non-voters are negroes in the south who, because of legal or other coercive handicaps, are prevented from voting. In addition, millions of citizens (especially wage earners), irrespective of color or nationality, are barred from voting because of residence requirements in the ward, town, county or state. During the depression, particularly, many working people have moved about so constantly in search of non-existent jobs that their eligibility to vote is lost. Besides the residence requirement, many wage earners are disfranchised by the

laws in those states which refuse the vote to those who have not paid poll taxes or property taxes, or who are "vagrants" or "paupers." One writer on this problem entitled his article "No Job, No Vote" (Ernest Hopkins, the New Republic, October 12, 1932). Mr. Hopkins states that "prevailing, you have to be fairly solvent to vote. The penniless need not apply."

Should one care to pursue reality further, one will probably be forced to realize that the principal agencies of public opinion—notably the press, radio and cinema—are far from perfect in their dissemination of all the news and views that are "fit to print." This applies during an election campaign as well as at other periods. The fact of the bias and contamination of much of the "news" is something which hardly needs to be enlarged upon in a publication the readers of which are mainly wage earners. For the difficulty of placing before the public a fair statement of labor's point of view in issues relating to wages, hours, speed-up, stretch-out, strikes, etc., is notorious. The same handicap holds during an election campaign—assuming, that is, that labor has a "side" during such a campaign.

## Red Rulers of America

One more relevant matter should not be overlooked. Whatever may be thought concerning the benefit to wage

(Continued on page 476)



THE BARBER SHOP

By Edward Hopper

(Exhibited at Corcoran Gallery of Art, Washington, D. C.)

Only Every-Day People and Every-Day Jobs—Yet the Artist Fills This Scene With Glamour.

Roberts Photo

\*Refers to the Duce's statement in which he likens America's New Deal to Fascism. See October Electrical Workers' Journal.



# A. F. of L. Reaffirms Strike Right

WASHINGTON is still reverberating with echoes of the greatest American Federation of Labor convention held in years. Effects of this gathering will be felt in the coming Congress. Probably the most talked of act of the convention was the reaffirmation of the right to strike. There were rumors during the gathering that labor unions were willing to surrender this age-old and legal form of protest for some newer instrument as set up by the NRA, but this impression was quickly dissipated.

President Green said:

"We have urged that every other recourse be first tried and that the strike be a matter of last resort. \* \* \* We have given notice to the nation that we will resent injustice and if there is to be condemnation let it be visited upon those who perpetrate injustice, not upon those who seek to correct it. We ask Americans to be fair in judging American wage earners, 10,000,000 of whom remain jobless as the penalty for the terrible maladministration of employers."

Because the daily press gave such meager reports of the many stirring addresses given before this body, excerpts from many of the addresses follow:

Hon. William H. King, Chairman of District of Columbia Committee, U. S. Senate:

We cast our eyes across the sea and we see trouble, Fascism, Hitlerism, and in Russia we see labor enslaved and chained and democracy in most parts of the world assailed and the competency of the people to govern themselves challenged by those who would rise to power upon the stepping stones of the prostrate form of labor.

In America democracy has been and is challenged. There must be no Fascism here, no Hitlerism, there must be no Bolshevism, there must be a pregnant, mighty, dynamic democracy, founded upon the concept of the rights of all, of a splendid, superb individualism integrated and co-operating with all the forces of our great organization.

William Green, President, American Federation of Labor:

We are going to press for the enactment of our social justice legislation program, which includes unemployment insurance, the adoption of the child labor amendment to the Constitution of the United States, adequate scientific retirement legislation for the government employees, a dismissal wage, protection for those who are discriminated against when they reach 40 or 45 years of age, and for a further extension of our child labor legislation in the states and on the part of the federal government.

Hon. Frances Perkins, Secretary, U. S. Department of Labor:

And now it so happens that the economists and the statisticians in their study

**Refuses to turn toward Fascism. Wants strikes obviated by removal of causes, not by abrogation of strike privilege. Historic conflict in offing.**

have found out that the thing the working people of America always wanted and always knew was right is right not only for the working people but it is right and necessary for all the people and for all the partners in industry and in every aspect of our life in the United States of America. This is a curious and new aspect of the unity which we have developed out of the necessities of this depression. As a nation we are recognizing that the program long thought of merely as labor welfare, such as shorter hours and higher wages and a voice in the determining of the conditions of work are altogether essential factors in our economic recovery. These are provided for in varying degrees in the codes adopted under the NRA. The opportunity for collective bargaining is established. Child labor is abolished. Certainly these are great gains for labor in the test to adjust our industrial life to the patterns of democracy and the needs of a new day.

Hon. James A. Farley, Postmaster General of the United States:

It is now generally recognized that all prosperity depends upon building up anew the purchasing power of the masses. There was a time in the not too distant past when many persons held the view that wages should be low and hours of labor long if business and commerce were to prosper. I doubt that it would be possible to find anybody today to defend that theory. The tremendous productive capacity of our farms and factories can find

a profitable market only if the masses of the population have the means with which to purchase not only the necessities of life but many of the luxuries as well. There can be doubt that the widespread use and ownership of automobiles, for example, has been a powerful factor in building up American industry. Yet it is perfectly obvious that this expansion could not take place unless the bulk of our population were in a position to purchase them. It is nothing new to say that after all our chief problem is not one of over-production but rather one of under-consumption. I repeat the statement here because it cannot be made too clear and because the recognition of this fact lies at the foundation of the entire plan of industrial recovery.

We must find the means of increasing the consuming power of the public. That can be done only by increasing the opportunities for gainful employment.

Spencer Miller, Jr., Secretary, Workers' Education Bureau:

In addition to the obvious need of giving workers an understanding of the nature of the practices of the trade union movement there is a new educational program that must be developed. It is the need for developing in labor the habit of approaching their problems from a factual rather than a combative point of view. It is clear that many of the problems which become serious can be quickly settled if at the outset the workers understood the nature of the problem. In particular, labor is faced in the recovery program with the responsibility of developing a continuous program of study of the conditions not only of a particular shop but of a whole industry. In the development of the codes of fair competition and in their revision there is no room for guesswork. Labor must understand the facts, must be able to present the facts, must be able to know how to secure additional facts. Here again, the workers' education movement through its courses on economic subjects, on public speaking, on labor negotiations, can do a great deal to assist in the preparation of labor for these new tasks. It is clear that labor cannot rise above the source of its own authentic information about these questions. It must encourage a systematic program of education among its members in study groups, in institutes, and summer schools to prepare the members for these new and important responsibilities.

Hon. Franklin D. Roosevelt, President of the United States, at the Gompers' memorial dedication:

We are engaged in another war, and I believe from the bottom of my heart that organized labor is doing its share to win this war. The whole of the country has a common enemy; industry, agriculture, capital, labor are all engaged in fighting it. Just as in 1917 we are seeking to pull in harness; just as in 1917, horses that kick over the traces will have to be put in a corral.

Hon. Robert F. Wagner, U. S. Senator from New York:



WILLIAM A. GREEN

(Continued on page 472)



# Congress to Probe Telephone Accounts

THE powerful legislative influence of American labor is behind a move to secure a congressional investigation of the intricate and devious financial practice of the American Telephone and Telegraph Company and all its subsidiaries. The following resolution was introduced by Dan W. Tracy and G. M. Bugniazet, of the International Brotherhood of Electrical Workers, and was passed by the 53rd convention of the American Federation of Labor:

Whereas the American Telephone and Telegraph Company operates the long distance communication services in interstate commerce; and

Whereas this company makes use in that service of the local exchange plant facilities of its subsidiary companies in every community in the United States, to originate and receive long distance communications; and

Whereas this company through stock ownership and contractual relationships, has gained control over these subsidiaries throughout the Bell System, owning over 95 per cent of all the local exchange properties in the United States used in the long distance service; and

Whereas the officials of the American Telephone and Telegraph Company testified under oath in the Chicago Telephone litigation during the last year that its long distance rates have been and are now established on the basis that they do not cover compensation by the user of such service for his use of the local exchange properties of the local telephone companies in the Bell System; and

Whereas the same officials testified under oath also that by understanding with its subsidiary companies the American Telephone and Telegraph Company never has compensated its subsidiary companies for the use by it and by its long distance customers of these local exchange properties in its long distance service; and

Whereas the same officials testified under oath also that by the same understanding the subsidiary companies of the Bell System always have so established the local exchange service rates in every community in the United States that the local service customers compensate such companies for the uses in the long distance service of the American Telephone and Telegraph Company of their local exchange properties even though only a small percentage of such local service customers ever use long distance service and even though a large portion of the local service customers never have, never will and never desire to use such long distance service; and

Whereas this practice of the American Telephone and Telegraph Company burdens the laborer, the farmer, the widow and orphan in every community of the United States using the local service, for the benefit and unjust enrichment of the American Telephone and Telegraph Company; and

Whereas during the period beginning

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**International Brotherhood secures passage of strong resolution at A. F. of L. convention. Fantastic manipulations of Bell trust exposed to view.**

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with 1919 to 1933 the subsidiary companies of the Bell System have consistently claimed before state commissions and courts that the revenues for local exchange service have been inadequate and confiscatory and on the basis of these claims have procured substantial increases in local exchange service rates in every community in the Bell System, and have secured injunctions in federal courts preventing reductions in such rates; and

Whereas during the same period the American Telephone and Telegraph Company has made four substantial reductions in the long distance rates and still earned on its investment in that service grossly unreasonable profits ranging from 15 to 30 per cent each year; and

Whereas prior to 1933 neither the subsidiary companies nor the American Telephone and Telegraph Company ever disclosed the facts regarding the understanding between them to have the local exchange customers and not the American Telephone and Telegraph Company's customers pay the expenses of the operations of the local properties in its long distance service; and

Whereas this burden imposed on the local service rates by the American Telephone and Telegraph Company has been largely responsible for the increase in local exchange service rates since 1919 and has prevented the reduction in such rates in spite of the fact that during this period the subsidiary companies have reduced wages and discharged employees; and

Whereas the long distance service and this understanding between the American Telephone and Telegraph Company and its subsidiary companies are matters of interstate commerce over which the state legislatures, courts and commissions have no jurisdiction and over which Congress has jurisdiction; and

Whereas in addition to the long distance communication service the American Telephone and Telegraph Company also operates and makes use of the local exchange properties of its subsidiaries for telegraph and radio broadcasting services, without compensating the subsidiary companies therefor and burdens the local exchange service rates therewith; and

Whereas the rates for long distance message communication, for telegraph and for radio broadcasting have never in fact been investigated or regulated by the Interstate Commerce Commission and serious doubt exists as to the power of

the Interstate Commerce Commission to make such investigation and regulation; and

Whereas the continuation of the practices of the American Telephone and Telegraph Company and of its subsidiaries discriminates primarily against the working people in favor of big business who use the long distance and telegraph service and in favor of the American Telephone and Telegraph Company; and

Whereas the American Telephone and Telegraph Company has charged to its subsidiary companies and their local exchange subscribers over \$50,000,000 since 1920 to cover its expenses of developing patents and inventions which have found their usefulness mostly in its own long distance message communication, telegraph and radio broadcasting services, which have also been exploited through the Electrical Research Products, Inc., its subsidiary, outside the telephone communication field in talking motion pictures covering over 90 per cent of that industry in the United States and abroad, and which have also been exploited through the Western Electric Company, its subsidiary, and by other licensed manufacturers outside the Bell System in the United States and Canada and abroad; and

Whereas the American Telephone and Telegraph Company and its subsidiaries have received in royalties and special compensation over \$50,000,000 for the use of such inventions outside the Bell System and will be entitled to additional royalties and compensation for many years hereafter; and

Whereas the American Telephone and Telegraph Company has never accounted to its subsidiaries for any of these profits made by it, although they paid for all the expenses incurred to create these inventions from which the profits were derived; and

Whereas the operations of the American Telephone and Telegraph Company covering the use of these inventions involves interstate and foreign commerce beyond the jurisdiction of the state legislatures, courts and commissions but within the jurisdiction of Congress; and

Whereas it is impossible, as a practical matter, for any single community or agency other than Congress to make a complete investigation of the affairs of the American Telephone and Telegraph Company in its relation to its subsidiaries; and

Whereas the employees of the Bell System and the working class in every community in the United States, who are the principal sufferers from these exploitations by the American Telephone and Telegraph Company of its subsidiaries for its own unjust enrichment, have challenged public attention resulting in a demand from all quarters for a congressional investigation of the Bell System; be it

Resolved, That it is the consensus of

(Continued on page 475)



# Dials Dock Working Force: Profits Good

By PENNELL CROSBY, Woman's Editor, Electrical Workers' Journal

THE record of a great, monopolistic business and its dealings with the human commodity—its workers—is partly told in a bulletin just issued by the U. S. Department of Labor Women's Bureau. The bulletin is entitled "The Change from Manual to Dial Operation in the Telephone Industry," and it gives a partial history of the employment changes brought about when the Bell Telephone put into practice its conviction that machinery was more profitable and more tractable than flesh and blood.

In an area served by all-dial telephones, no central office employees are required to complete strictly local calls correctly dialed. As customers become accustomed to the dial system, and are able to put through their calls without asking an operator for assistance, the process becomes an automatic one.

What loss of employment and employment opportunities occurs when all local calls for a city (and of course local calls are the bulk of the business) are removed from the hands of the telephone girls into the processes of a complicated machine?

What effect did the change to dial operation have on the net profits of Bell Telephone companies?

How did the purchase of machinery bolster the declining business of the Western Electric Manufacturing Company, an A. T. and T. subsidiary?

The answers to these and similar questions must be sought in other documents—annual statements of the A. T. and T. and telephone operating companies; rate inquiries by public service commissions; payroll records. The U. S. Bureau of Labor Statistics published recently an enlightening survey called "The Dial Telephone and Unemployment." Following a statistical method the survey computes that, allowing for the increase in business year by year (which continued well into the depression) that complete conversion to the dial system would mean "a loss of about two-thirds of the employment opportunities afforded by manual operation." At the end of 1930, with not quite one-third of the telephones of the United States dial-operated, 69,421 possible jobs for telephone operators were being handled by machinery the survey states.

"The number of operators at the end

**U. S. Labor Department tells factual story of technological changes in great telephone monopoly. Work supply manipulations exposed. Thousands of jobs lost.**

of 1930 employed by the Bell Operating Companies (which owned 86.4 per cent of the manual and 91.8 per cent of the dial telephones) was 143,979. The aver-

in the number of employees of certain classes, but other technological improvements which eliminate jobs apparently more than counteract these increases. Taking 1921 as a basis and estimating the number of all employees necessary in 1930 if the output per employee had remained the same as in 1921, the net loss of employment opportunities in the Bell Operating Companies alone is 71,844."

## Experienced Labor Hard Hit

The survey further states that experienced switchboard operators and operators in training are those most directly affected by these technological changes.

A few years ago, the job-seeking, inexperienced girl could almost always find a place in the city telephone exchange. She was given a course of training, paid at apprentice rates, and in a few months became an operator. Pay was not lavish, nor was the job an easy one; in normal times, with other employment opportunities present, a large percentage of the operators each year resigned from the service of the telephone companies for better positions elsewhere, or to get married, or for other reasons. It is said that the turn-over often was as high as 40 per cent in a year. With the normal increase in business adding to the number of operators employed, there was, therefore almost always room for new applicants.

This explains why it was possible for the telephone exchanges studied by the Women's Bureau, to make the change from manual to dial operation by hiring, for a period of two or three years, "temporary" employees whose employment could be terminated when the changeover was made,

without affecting the "permanent" employees whom the normal turnover would have reduced in this period by half at least.

Taking as a typical instance a growing New England city of 200,000 population, the Women's Bureau investigators have made a case history. Early in 1927 it was determined the change from manual to dial operation should be made in 1930. Accordingly, all applicants for operators' jobs were hired on a "temporary" basis, informed that they probably would not be retained after the change had been made. "Up to the

(Continued on page 473)



Copyright from a painting by Gerrit A. Beneker

Telephone Operators Are Public Servants. They Perform Heroic Services Often. But Their Security—That Is Another Thing.

age number of calls per operator per month in 1921 (when 2.7 per cent of the telephones had already been converted to the dial basis) was 10,640.8. If the output of calls per operator had remained the same in 1930, the number of operators necessary for handling the calls made in 1930 would have been 213,400—that is, 69,421 more than the number actually in service in the Bell Operating Companies. Similar results are apparent among the independent companies. Complete conversion to the dial system means a loss of about two-thirds of the employment opportunities afforded by manual operation. The period of change to the dial is accompanied by increases



# Technical Tour of the Hollywood Studios

By EUGENE SEBRING, L. U. No. 40, Hollywood

**M**UCH water has run under the bridges since 1927, when a series of four articles on studio lighting was printed in the JOURNAL. Many changes have taken place in the situation in the studios and many new faces have taken their place in the industry. It is for these new members of the International Brotherhood of Electrical Workers who are not familiar with the high intensity arc as used in the studios for photographic purposes that I will endeavor to explain and at the same time give a brief description of these spots, arcs, etc.

Beginning with the source of energy, the motor generator set, all studio lighting is done with d. c., because of the even flow of current.

## Motor Generator Set

Various types of motor-generator sets are used, in all of which the principles are the same but each have slightly different types of control—Allis Chalmers, Westinghouse, General Electric and Standard.

Two types of motors are used, the larger sets are synchronous, while the smaller ones are of the straight induction type. Portable sets are mounted on four-wheel trailers with solid rubber treads, usually made to steer from either end for convenience sake.

The generator set consists of a motor with a generator coupled at each end, the positive of one generator and the negative of the other are connected to one terminal giving a 110-220 volt, three-wire system. These machines range from 50 kw. to 250 kw., generating 400 to 3,500 amperes with a voltage held at around 118 volts at the machine to take care of line loss. These machines are so built that they can be changed from 2,200 volts to 4,400 volts by changing terminals at the motor.

## Gas Generator Sets

Gas sets are necessarily small and compact, because of the fact that they are used principally for location shots. These sets consist of an internal combustion engine and a generator mounted on a truck, trailer or on skids. The larger sets use airplane motors due to the greater horsepower and the light weight. Those most commonly in use are Liberty, Lincoln and Mercedes; for the smaller sets the Hall-Scott, Hispano-Suiza, Curtis and others. Several very small sets have been built and are in use in which a four-cylinder Continental Red Seal motor has been used. These sets vary from 50 to 1,200 amperes. Since the coming of sound, gas sets are seldom used except in emergencies because the noise set up by the engine picks up in the microphones.

## The High Intensity Arc

The high intensity arc, as used in the studio, is radically different from the

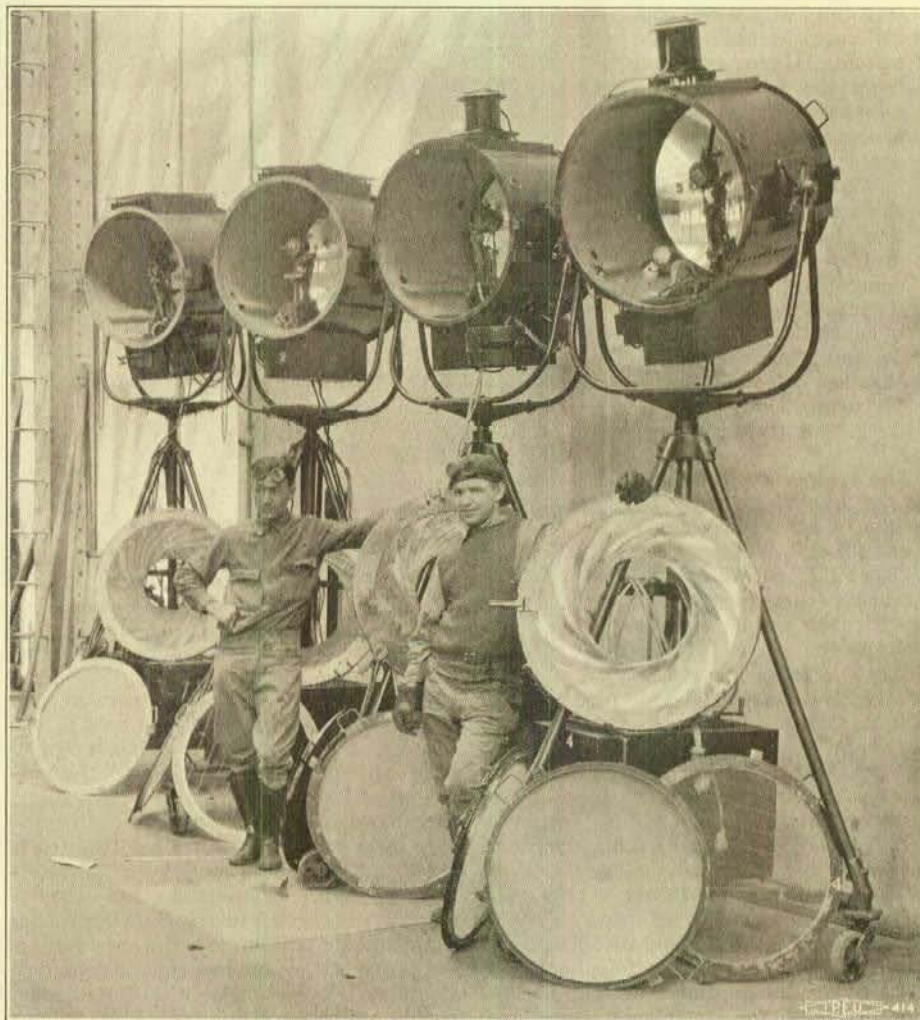
**Writer-member picks up story where he left it four years ago. Explains workings of arcs and other necessary equipment.**

plain carbon arc. True both have current passing between spaced electrodes, both have carbon as current carriers, but here the resemblance ends. In the carbon arc the carbon itself is the source of light. In the high intensity arc the carbon is secondary and acts as a holder for the real source of light which is a small body of luminous gas. The current density in the carbon arc is 0.33 amps. per sq. mm. of crater surface, while in the high intensity arc the ratio is four times greater, or 1.2 amps. per sq. mm. of crater surface. These differences emphasize the fact that the high intensity arc is radically different and requires its own mechanism and technique for its proper operation. (We who are familiar

with the high intensity arc and other rotary types of spots and arc lamps are often asked, "How do you operate these lamps and keep them from flickering and batting?" Our only answer to that query is that one can only become efficient in the operation of arc lamps by practice. One can be shown the methods of adjusting the electrodes and can be taught the various mechanical features of a lamp; he can be shown the methods of causing contact between the electrodes, but from here on instructions are valueless because to become an efficient operator one must practice the same as a musician. This not only applies to operators but also to gaffers or set foremen upon whom the responsibility of lighting the sets fall. They are not born, they are made. By that I mean it takes years of constant effort and attention to the details of set lighting to make a gaffer, and this he cannot get from any book.)

This is not the first arc to use a salt-bearing electrode for the production of

(Continued on page 475)



Courtesy Paramount Pictures

Brothers Gabe Calkins and Ray Myers (Deceased) and Four Speery Sun Arcs, Mirrors, Clear Glass, and Florentines.



# Electrical Age Comes to Hollywood

By EUGENE W. SEBRING, L. U. No. 40, Hollywood

**I**T seems a long time ago that pictures were made by the light of the sun alone, that cameras were turned by hand, and electricity was used by the Hollywood studios only for office lights at night.

It is the electrical age in the picture industry; electrical mechanical factors are replacing human ones. Bells, but-



Courtesy Paramount Pictures

EARL O. MILLER

Chief Electrician at the Paramount Studios in Hollywood.

tons, buzzers, generators, motors and lights—there is no escaping them in the studio. The advanced electrification came with the advent of sound. Laboratories were built and filled with electrical equipment; workers of a new type took their place in the industry.

The traditional megaphone of the director has become almost extinct; he can no more direct his people with his voice so he signals them with a system of flashing lights.

Let's follow the footsteps of Earl O. Miller, chief electrician at the Paramount Studio, as he guides us over the lot tracing the writhing maze of electricity at one studio alone. Let's begin with the making of the set. The electrically operated mill makes the set in units one wall in a piece; should alterations be needed during the assembling the portable band saw and trimmers are brought into action on the stage. If there are any metal fixtures which need to be made or altered the electrically operated machine shop produces the results, at the same time any repairs needed on the troupe's cameras are accomplished in the electrically powered camera shop.

With the advent of sound, studios passed over to all electrical equipment. Megaphone of director almost extinct. Every activity and process uses electricity.

## Affectionate Names Given Lights

While the property men are dressing the set an electric truck makes frequent trips into the stage with loads of high-powered lights. An electric hoist lifts them to the walls of the set, rigging the set for photographing. These lights vary from 4,000 to 3,000,000 candlepower. They have special names and are designated as follows: Rifle, Duece, Twenty-four, Inky Broad, Barrel Spot, Thirty-five, Lupe, Twenty-four-inch Sun, Thirty-six-inch Sun, Glow, Strip, Dietz, 80 Amp. Rotary, 150 Amp. Rotary, 35 Amp. Spot. A pair of scissors for making lightning, and a wind machine to make wind usually completes equipment. Usually a set is flanked by 1,500-watt Rifle; the Duece uses a 2,000-watt globe; the Twenty-four a five K. W. globe; the Broads two 1,000-watt globes; the Lupe a 1,000-watt frosted globe in a cone; the Suns are 150 Amp. high intensity arc further intensified by the use of optically ground mirrors behind the lights; the 80 Amp. Rotary, Barrel Spot, and Thirty-fives have condensers or lenses in front and concentrate the light.

Three other lights are used less frequently. They are the Glow, which is placed behind a chair to make it stand out from the background; the Strip, which is four or five 1,000-watt globes.

which is hung overhead as a general flat light or used to flat light a wall or backing; the Dietz, which is square-shaped with four 1,000-watt globes. The Five Hundred is a small bungalow spot which can be fastened overhead as a back light for the actors, or can be concentrated upon a bowl of flowers, or any given object to high light same. The type of light used is determined greatly by the space available; the set is rigged.

The crew arrives, and the cast. Of the latter the ladies are fresh from the hair-dressers, with the customary effects achieved by the aid of electric apparatus governing the waving and curling of hair. Some of the characters have been to the wardrobe where electric sewing machines and electric irons prepared their clothing.

The set is lighted. The director calls for motors. Button pressing takes place. The cameras start and so does the recording machinery, until they are interlocked in synchronization. By this time the two-ton door of the stage, started by the touch of an electric spark, has slipped into place. The electric watchman, a red light and a buzzer, glare at passersby outside and bid them be silent.

The director calls for the two-ton electric perambulator which makes moving shots, following the characters around through the scenes. An electric high lift provides still another angle and effect.

## Food From Electric Kitchens

At lunch time members of the troupe and the mechanical staff may be found eating in the Paramount Cafe, of food cooked on an electric range.

Following the film as it leaves the set, after exposure, we find the negative de-

(Continued on page 477)



Courtesy Paramount Pictures

MAE WEST IN INFORMAL GARB LEADS THE ELECTRICAL WORKERS AT HOLLYWOOD UNDER THE BANNER OF NRA.



# Bulletin of the I. B. E. W. Radio Division

« « Prepared and Circulated by New York City Radio Unions for the Entire Industry » »

**A**T a recent meeting of the Radio Division of the International Brotherhood of Electrical Workers in New York, it was decided to issue a monthly bulletin for distribution among radio technicians nationally.

Its purpose will be to disseminate news items relating to the progress of organization, personal and station news items and technical items of a specialized nature, but most important of all, to get the message home to the earnest, sincere radio technician who has chosen radio as a profession; who intends to make it his life work—the aims and accomplishments, the purposes and the sheer necessity for a union composed of radio technicians. We are going to set down in a true light every side of the movement sponsored by the I. B. E. W. to organize all technicians in the radio industry. Many of these men are unacquainted with the purposes of an organization of this kind, therefore much of the material written here must of necessity be fundamental.

Nothing has ever brought home to us so forcibly the desire among radio men for an organization as did the response to the I. B. E. W.'s appeal for authority to represent them at the recent hearing on the radio code in Washington. Inquiries asking for details of our work came in by the hundreds from all over the nation. We know the interest is there and we intend to keep it alive and growing. We solicit contributions of articles from our older members. This is your invitation to write to us. We will publish everything our members and prospective members ought to know. In view of the opposition to organization by the chains and the larger independents, so openly manifested here in New York, we believe it best to withhold the names of contributors, except those who work at stations which have already signed agreements with the I. B. E. W. Make no mistake about the opposition of the larger employers. We encounter it here constantly. If the average radio technician was half as cognizant of the possibilities of organization as the employer is, and half as ready to accept it and boost it along as the employer is determined to thwart it, our fight would be over. It was this realization of the power of an organization which prompted a high chain official to declare that he would spend a million dollars of his own personal fortune to fight a radio engineer's union. Even the most ardent union advocate didn't dream it was that important.

Establishing a union that will be lasting and accomplish what it is sup-

posed to accomplish for its members is not without its dangers. One of the chief dangers is over-enthusiasm when the union idea first takes hold of a new group of men. There is an impulse to go out and do big things without taking the necessary precautions. That must be guarded against. No man should jeopardize his job for the selfish interests of a few. United action is powerful, but it is of lasting benefit only when well planned and carried out.

We are aware that there are some men at every station who are not in favor of a union; who are even actively opposed to it. To the "rugged individualist" the idea of submerging his own immediate gain in order to secure far greater advantages in the future, is incomprehensible. To antagonize him at the outset serves no useful purpose. There are few who cannot be tactfully swung around to a different viewpoint and in such cases they often become the union's most ardent supporters.

There are those who argue that our profession is on a plane above those to which union principles can be applied. That we are professional men. That contention hardly holds when we consider other professions equally specialized and in the so called "white collar" class. To mention a few, there is the Actor's Equity, New York School Teachers, The Accountants and the Musicians. The American Medical Association, while not strictly a union in the sense that it deals with employers as generally understood, is nevertheless a union of professional men to establish codes of ethics, fair practices and in general uphold the standards of the medical arts. The various Bar Associations are examples of organizations that fall into this category.

At the other extreme, and one of the fundamental reasons for a union of employees, we are confronted with the employer's association. The N. A. B. is the one we are most familiar with. Here is an association of employers established to further the wishes of station owners by mutual co-operation, by united action, in other words, a union. Read its constitution and by-laws. To the broadcasters, an association is good business; when the employees form a union they tell us it is nothing short of treason!

## Company Unions Pushed

In order to avoid compliance with that section of the National Industrial

Recovery Act which says "that no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing or assisting a labor organization of his own choosing" the large employers of radio technicians are engaged in a mad scramble to rush their employees into company unions. There is no doubt that the framers of the N. I. R. A. understood and sought to remedy the unfairness of company unions. But the ever alert employer was quick to point out that "a labor organization of his own choosing" might be applied to his own company union. Herein lies the danger.

A report in the Journal of Electrical Workers and Operators of a radio broadcast from KSL on June 12, 1933, quotes Mr. William M. Knerr, chairman of Utah State Industrial Commission, as follows: "The company union is really not a union at all but rather a form of labor regulation adopted to serve the needs of the employer. It is neither self-initiated nor self-perpetuating. The company creates it, carries it on and discontinues it at will. In company unions the workers are permitted no outside representatives of any kind; no technical men or expert organizers or negotiators. Under present day conditions real collective bargaining can be carried on only by those who have expert knowledge of markets, the business cycle, buying and selling methods and the conditions prevailing throughout the country in a given trade. The intricate and technical details of wages, hours and cost of living must be studied by persons who can give their full time to the subject. All of these agents the management can and does have, such as statisticians, wage experts, labor managers, economists, lawyers and industrial relations functionaries, etc. Yet the worker in a company union is expected to come tired and weary from one job and take off an hour or two a month to represent his constituents in such difficult matters. Collectively bargaining under such conditions is either a farce or an open fraud. In a court of law the worker has at least the right to be represented by competent counsel. In a company union outside counsel that cannot be discharged or discriminated against by the employer is denied, for this would violate the cardinal principle of the whole scheme, its complete dependence on the will of the corporation."

(Continued on page 478)



# Much Business Done by I. B. E. W. Council

By M. P. GORDAN, Secretary, International Executive Council

*Minutes of meeting of the International Executive Council, International Brotherhood of Electrical Workers.*

THE regular meeting of the International Executive Council opened at International Headquarters, Room 609, 1200 15th St., N. W., Washington, D. C., at 9 a. m., September 28, 1933, Charles M. Paulsen presiding. There were present: C. M. Paulsen, Charles Oliver, J. L. McBride, James F. Casey, F. L. Kelley, G. W. Whitford, G. C. Gadbois, Edward Nothnagle, M. P. Gordan.

Applications for pension on the following members were presented and acted upon favorably:

**Pensions voted. International Representative Ingram named vice president. Policies reviewed. Appeals noted.**

L. U.	Member
I. O.	Anderson, W. P.
I. O.	Berkley, John H.
I. O.	Brennan, Frank M.
I. O.	Burnham, George A.
I. O.	Cleff, William F.
I. O.	Donner, Harry J.

L. U.	Member
I. O.	Dumas, Mose
I. O.	Kinney, John
I. O.	McClain, Cliff
I. O.	Sherman, H. W.
I. O.	Stichter, Peter
I. O.	White, Arthur E.
I. O.	Jensen, John C.
I. O.	Murphy, Francis J.
1	Cull, William
3	Hogan, Peter J.
3	Martin, James
3	Allan, William K., Sr.
3	Bell, William J.
3	Keefe, Ellsworth Joseph
3	Heinlein, C. O.

(Continued on page 472)



WELCOMED BY PRESIDENT TRACY, FLANKED BY SECRETARY BUGNIAZET, THE INTERNATIONAL EXECUTIVE COUNCIL MAKES HISTORY AT WASHINGTON.

(Sitting, Left to Right) M. P. Gordan, Secretary; G. M. Bugniazet, D. W. Tracy, W. A. Hogan, C. F. Oliver, Edward Nothnagle. (Standing, Left to Right) Chas. M. Paulsen, Chairman; F. L. Kelley, G. C. Gadbois, G. W. Whitford, J. L. McBride, James F. Casey.



# JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted  
to the  
Cause



of  
Organized  
Labor

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## America's Way Out

In a perplexed world such as ours precedents are valuable, though not to be worshipped. In another part of this JOURNAL, we are publishing an account of the order of restricted capitalism successful in the Scandinavian countries, in particular Sweden. This system of managed economy has parallels with the New Deal in the United States. It takes its significance as a successful moderate course as between rampant individualistic capitalism such as exists in America, and economic communism.

But if the United States is to be successful in walking the middle way, it has to do certain things. These things are not problematical, vague, nor academic. They have to do with social instruments as follows:

- (1) Consumers' co-operatives protecting the consumer from predatory capitalism, few of which exist in America.
- (2) An impregnable labor movement.
- (3) A state conscious of its destiny and mission, unafraid to succor forgotten men, and strong to curb and supplement private capitalism.
- (4) A system of social education vigorous and continuous, vivid enough to win those enlightened capitalists to the program.

In the light of Sweden's experience, these are the necessary ingredients of success, and in the light of Sweden's experience NRA looks shallow, amateurish and opportunistic.

Yet it is apparent in NRA America has the beginning of such a movement. In President Roosevelt it has a worthy leader. What it lacks is a clearly thought out plan, and men capable of social sacrifice to bring it to success. NRA must be purged of half-hearted believers, and a new start made toward an objective, which can bring stability to America.

## Argument And Codes

The rule that only facts and not argument should sway the making of codes has not worked out, but it must be said that the argument of moneyed groups behind the code of the Construction League has never been held up to view long enough for anyone to get a shot at it.

The theory is very old, and very simple. It is this. The scapegoat of a depression has been and shall be labor. It is the only group which can be cut. In capital goods industries,

such as building, interest rates and profits can not be cut, for that would scare needed capital away. Bankers must get their pound of flesh. Material men must be handsomely paid. Real estate men must be pleasantly rewarded. But labor must be ground down, down to the lowest market level, or there can be no recovery. Upon this procedure NRA deputies in sympathy with moneyed groups have proceeded.

It has made no difference that the President of the United States has proceeded upon a vastly different theory. The President has sought to stimulate a basic capital goods industry, steel, by subsidizing it with a giant order for railroad supplies. The President has sought to better other capital goods industries by opening up new markets in Russia. But as the President exercises a modern, intelligent and human policy, his subordinates in NRA proceed upon a contradictory policy, and argue, "Because cheap employers are hiring men in some parts of the country for 15 cents an hour, union scales are fictions and have no authority or significance."

In the meantime building materials rise; interest rates remain stationary; and profits are to be virtually guaranteed under the proposed codes. Labor is to take the fall.

Voltaire said if there were no god, man would have to invent Him. If there were no labor in classical economy, the classical economists and their business confederates would have to invent it.

## A Wage- Cutter's Wage

While loud, pompous Albert Wiggin was going up and down Wall Street in 1930 demanding huge wage-cuts, he was nicely feathering his own nest. Now, according to reports to the Senate banking investigation committee, this apostle of economy for other men's budgets, was increasing his own wage. He was getting \$275,000 a year in 1928. By 1930, he had lifted this to \$293,000 a year. He was willing to retire in 1932 on a \$100,000 a year pension. How nice—for the prince of wage-cutters.

The trouble with great public-spirited souls such as Banker Wiggin is, they perpetuate their kind so fast. Wiggin retires, but profiteering wage-cutters don't disappear. They come down to Washington—are in Washington this very hour—plying their dirty business of cutting wage-earners' pay while they increase their own.

## Nullifying Collective Bargaining

If the situation weren't so tragic, it would be funny. That is, the brassy way in which certain newspapers are calling NRA the "Lenin Experiment in Washington" and the "Labor Government in Washington". Of course this is done with a purpose. It is done to arouse the business class against NRA and it is done to confuse the issue and make believe labor is getting much out of this set-up. As it is, organized labor has got nothing as yet out of NRA. It has made deep sacrifices for it, and much of the increased purchasing power by fixing the minimum wage for unskilled workers has come out of the pay envelopes of the skilled men. Business has got a



great deal out of NRA, namely the right to combine, merge and fix prices. The anti-trust laws have been nullified.

Now, certain judges are looking forward to an opportunity to hear test cases that will nullify laws already passed giving labor the right to picket, declaring "yellow dog" contracts outlawed and limiting the use of injunctions in labor disputes.

If the proposed construction codes go through as conceived by that notorious group, the Construction League, collective bargaining will be absolutely nullified. The Construction League does about 30 per cent of the building construction of this country. Other employers do about 70 per cent. These other employers deal with unions, but they and the unions have had no voice whatsoever in the making of these codes or in protesting them. This is a new way to nullify collective bargaining and get around the law.

**Well, Mr. Business Man?** The great drive against NRA by its foes has been begun. This is more than politics. It represents the impatience of temporarily deposed groups of bankers and big business men with a new type of control of our economic life. They are moving rapidly on all fronts against NRA. They have made it impossible for NRA to succeed by their exorbitant demands upon the code control group. They are attacking it through the newspapers. They are seeking to build public opinion against it by stating that the United States Supreme Court may declare it unconstitutional and Congress may be forced to rise up and abolish it. They are even now seeking to irritate labor to that degree that labor, too, will join the chorus of dissent and move to wipe out this control measure.

Well, Mr. Business Man, what are you going to put in NRA'S place? That is the all-important question. It is well enough to destroy NRA but the responsibility still remains to re-employ 10,000,000 jobless men, to regalanize the dying business system into new life, and to bring back some kind of decent business order in this country. We repeat there are just three courses of action open to the American people: a fascist dictatorship in the name of the business class; economic communism; or a middle way of restricted capitalism symbolized by NRA. This does not mean we swallow NRA whole or are not aware of its vicious faults, but the business man has not yet contrived any substitute whatsoever for the present plan.

**Economics of Scarcity** We all have our idealism—our secret motives of good. We are carrying some place within our hidden selves, a dream of a better world. And yet we know, too, that we walk on the earth, and that when we would mount upward, gravity has a stubborn way of pulling us down, sometimes into dirt. Materialism often has its way with us.

Just now as we look about us in this system, we note how everywhere the worst in individuals and groups is showing itself. The Hitlerists make us despair of civilization. The drive upon the disadvantaged groups in America is not dissimi-

lar. Why, why, we ask? Because of a scarcity of goods. We are in a period of contraction. The world's income is cut in half. And with goods contracted, and income down, the worst in economic groups and in individuals shows itself. We are mean, petty, niggardly, cruel, hard because there is not an economy of plenty.

If, then, we should be wise enough to employ an adequate production system, to create an economy of plenty, increase goods beyond ordinary needs, may we not look to see human nature expand, and show itself in better wise. Instead of meanness and cruelty, may we not expect to see generosity and kindness? Men are not bad by preference, it would seem. They are bad by denial of needs.

**Strong Words And Plain** A veteran in the labor movement said the other day: "Tell the boys back home—tell the unions everywhere—shout it from the house-tops: get ready now for the next political campaign. Appoint political committees. Organize precinct clubs. Get interested in issues. The big battle is yet to come. Under NRA, soon labor will be voting on wage-cuts, unemployment insurance, code authority appointments, all such vital matters.

"Where local compliance boards are denying labor representation, hit 'em with ballots. Where state public works committees are discriminating against unions, hit 'em with ballots.

"Get ready now for 1934 and 1936. Down in Washington a bitter battle is going on—a battle against unions. Fishy-eyed employer henchmen have fought all summer to deny union's rights at NRA. These fellows understand nothing but force. Hit 'em with ballots. Don't wait until two weeks before an election. Act now. Get ready. The coming elections are destined to be the most important in history."

**Court Upholds Section 7** Court decisions upon features of NRA are beginning to make their appearance—both reactionary and progressive. One destined to attract wide attention is the Milwaukee decision of Judge John J. Gregory. Judge Gregory granted an injunction restraining the Simplex Shoe Manufacturing Company from interfering with unionization of its plants. Judge Gregory said:

"It must be apparent that bargaining individually the worker is at a great disadvantage. The employer is, naturally, better trained by knowledge and experience in the field of bargaining than the average employee. The handling of facts and figures is a large part of the employer's regular occupation, while the average worker has neither the education nor the experience to enable him to drive a good bargain unassisted.

"The individual worker, compared with the employer, has not the knowledge of the whole field of wages and working conditions upon which to base his conclusions as to what is a just or even a possible wage for the employer to pay."

Judge Gregory also found the workers have property rights in their jobs.





# WOMAN'S WORK



## UNIONS OFFER WOMEN GREATER VALUES THAN EVER BEFORE!

*Woman's Case Presented by One of Them*

**F**OCUSING the attention of organized labor on the tremendous number of women workers in industry and business, Miss Elizabeth Christman, president of the National Women's Trade Union League, told the American Federation of Labor convention that 5,000,000 women were eligible for union membership and urged the Federation to make a nationwide campaign to enroll them into labor's ranks.

"Over 284,000 women are engaged in the manufacture of electrical goods," Miss Christman said. She also cited 460,000 in textile goods; 113,000 eligible for membership in the Barbers' International Union; 700,000 in stores who might be enrolled in the Retail Clerks' International; and 435,000 in hotels and restaurants, all of whom are potential union members.

For many decades women have been engaged in a struggle for personal equality with men. In manners and morals this has led to many changes that would be startling if they had not come so gradually. There is scarcely one left of the once-exclusive male haunts. The women have invaded them, changed them, or abolished them. Twenty years ago there were at least three places in every town where a man could go for exclusively male company—the saloon, the barber shop, and the bowling and pool parlor. Now—girls' bowling teams romp gaily through the pool and bowling rooms, and the barber shop, made shiny, sanitary and attractive, pleads for the patronage of women customers. Women put the old saloon out of business and while we may vote the Demon Rum back into legal as well as fashionable favor, the old saloon will never return. To be successful, alcoholic beverage emporiums, whatever name they may be called, will have to cater to the female customer; and the dark and gloomy haunts of the male will succumb to the feminine influence.

But enough of this. What about woman and her place in the unions?

It has been said, repeatedly, and will be said again, that women will not organize, that they do not want to join unions, that they do not remain in their jobs, but marry and quit work, and that they are interested in social life rather than economic questions.

### Women Are Long Suffering

It is true that women, instead of achieving freedom as workers have mostly achieved freedom to be exploited. Sweatshop operators have taken advantage of women whose economic

plight, inexperience, and timidity made them natural victims. The result has been an almost unbelievable exploitation—long hours, unsanitary, unhealthy shops, and wages sometimes less than one dollar a week. The fact that these conditions have come to light is due, frequently, to the action of these women, who, goaded beyond endurance, walked out of the shop and called for a union organizer to help them.

The ranks of the Hosiery Workers, the Amalgamated Clothing Workers, and other unions in allied trades, have been swelled by sweatshop rebels. Many of them have become enthusiastic union members; have stuck with the picket line till they could return to the shop under a union agreement.

Some needle trades unions have and have had for years, a large proportion of women in their membership. The principle of equal pay for equal work has been observed. Some branches of the trade would be almost exclusively handled by women workers; but these women have had the advantage of the collective bargaining powers of the union equally with the men who might predominate in other branches. The success of these trades with women in unions is surely proof of the falsity of the assertion that women will not organize.

One of the reasons why women have not organized, whether they might prefer to or not, lies in the nature of their employment and their employers. In mass production industries, employers, who generally represent big, union-hating corporations, have preferred to employ women whenever possible. Where muscular strength is not needed, they can tend machines as well as men can. They will work for lower wages. They can be bullied by the boss. However, the organization of male workers has not been markedly successful in such industries where the corporation was ever on the alert against unionization, ready to fire any known union members, who could so easily be replaced from the unemployed waiting outside the gates. Little skill is required for mass production process, and this robs the union's bargaining power of half its leverage.

In Section 7 of the National Industrial Recovery Act, however, the union has been handed a weapon it never had before: the provision that the employer must deal with the chosen representatives of his employees. Under this section of the law, it is possible that mass

production industries may be organized. Labor is going to make a determined effort.

There is no doubt that union membership represents the greatest "value" that was ever offered to women. In many cases the organization of a factory group has resulted in an almost immediate raise in wages. The union also serves as a spokesman in demanding better working conditions such as ventilation, sanitary toilet facilities, lighting, fire protection, and similar necessities for health and safety which are often neglected by the sweatshop operator.

### Delegated Authority Is Strong

The method of the union in negotiating with the employer is of great value. If a factory group chooses one of its own number as a spokesman, it's easy for the boss to fire that person. But when the union sends a representative from its central office to represent the group this representative cannot be fired by the boss and the leaders of the group within the factory are protected. The national organization also lends prestige and financial support to the local group.

Very few women now are educated for the duties of the home—caring for the house, cooking meals, caring for children. Our girls go to business colleges, or take courses to become beauty operators. Those who can go to college prepare for a profession—they train themselves to become bacteriologists, accountants, interior decorators, and so forth. Very few study domestic science and these intend to teach it rather than to practice it. Those who marry and retire to tend the cradle and the range are going into an occupation for which they have little training. Moreover, most women are not able to find husbands whose income is large enough to keep a family in reasonable comfort. It is likely that a woman who knows a skilled trade and has worked at it before her marriage, will continue at it for a period afterwards, or will return to it for varying periods of time when the family finances make this necessary.

To such women the union is very helpful. It gives them a standing, when they wish to return to work, that they could not otherwise command. They will be able to start in again not as apprentices but as proficient workers. The local union also serves as an employment agency in placing people where they are needed.

The protest against the employment



of married women, into which even the Federal Government was so unfortunately drawn, is the last stand of the die-hards. It is not based on reasonable grounds. Very few people work for fun. Women cannot add much to the family income by working in the home. We cannot save money by baking our own bread. We cannot, like our grandmothers, produce the family's food and clothing on the farm. When her husband is sick or cannot find work, the natural impulse of the woman is to find a job herself. This is something that cannot be prevented unless male workers can find steady employment at higher wages than most of them are now receiving. Before long this prejudice against married women working will die away, like the former prejudice against any women working outside the home.

It is of course to the interest of male workers that women should be organized in trade unions so that their wages, so

(Continued on page 480)

### STRENGTH FOR TODAY

By Emma L. Carver, wife of George J. Carver, L. U. No. 501

Strength for today is all that we need  
As there never will be a tomorrow—  
For tomorrow will prove but another  
today

With its measure of joy and sorrow.

Then why forecast the trials of life,  
With much sad and grave persistence?

And wait and watch for a crowd of  
ills

That as yet have no existence?

Strength for today, that the weary  
hearts

In the battle for right may quail  
not,  
And the eyes bedimmed by bitter  
tears

In their search for light may fail  
not.

Strength for today! What a precious  
boon

For earnest souls who labor;  
For the willing hands that minister  
To the needy friend or neighbor.

Strength for today on the down hill  
track

For the travelers near the valley,  
That up, far up on the other side  
Ere long they may safely rally.

Strength for today that our precious  
youth

May happily shun temptation,  
And build from the rise to the set of  
sun

On a strong and sure foundation.

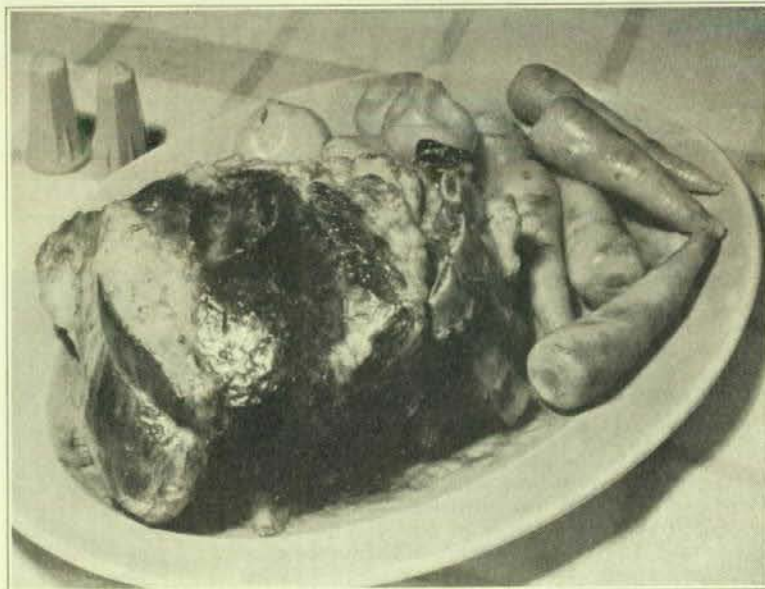
Strength for today in house and home  
To practice forbearance sweetly,  
To scatter kind words and loving  
deeds,

Still trusting in God completely.

Strength for today is all that we  
need

As there never will be a tomorrow—  
For tomorrow will prove but another  
today

With its measure of joy and sorrow.



Courtesy U. S. Bureau of Home Economics.

### GOOD OLD POT ROAST!

By SALLY LUNN

We give our appreciation to Alec Jobless for his kind remarks about our household hints in last month's "On Every Job" page. If you would catch the lean and hungry wolf that is prowling round your door and serve him for dinner "so tender that you could cut it with a fork," you'll have to cook him as a pot roast. And so it seems very appropriate, with the wolf hanging around so many of our members, that we should give you some good pot roast recipes.

Meat that is tough and muscular can be made tender by the pot roasting method and by cooking with it various seasonings and flavorful vegetables you can make it as tasty as the most expensive cuts. All sorts of wild game may be cooked to advantage in this manner—venison, rabbits, wild ducks, and so forth, as well as domestic fowl that are getting along in years—old roosters, hens, pigeons, etc., that are too tough to roast, fry or broil.

If you will cook with it vegetables that flavor the meat and can be served alongside it, and serve with it fluffy mashed potatoes and a big bowl full of good gravy, you'll agree that pot roast is just about the ne plus ultra of good eating.

The cheaper cuts of beef are fine for pot roast—chuck ribs, cross arm, clod, round or rump. Select a cut that has plenty of lean meat, not too much bone or fat. If necessary, have the butcher bone and tie it in a compact roll for slicing.

Wipe the meat with a damp cloth, and rub it with salt, pepper, and flour. Heat up a heavy iron kettle and grease it with a chunk of the suet. Then sear the meat carefully on all sides. A low rack should then be placed in the bottom of the kettle beneath the meat to keep it

from sticking. Then add one-half cupful of water, or tomatoes, if preferred, cover tightly, and simmer until tender. The cooking time will be about three hours. Turn the roast occasionally and add more liquid when necessary.

During the last hour of cooking, add the vegetables you prefer. With a beef pot roast I use onions and carrots. The onions should cook for at least an hour, the carrots need not cook so long. Sometimes I put the potatoes in, too.

With poultry a flavor of celery is nice. You may also use mild onions, chopped green pepper, green peas, or mushrooms. The mushrooms, of course, should not be cooked so long—not more than 15 minutes. I am sure that your own preferences will suggest many other vegetables and combinations that you will like.

When the meat is done, remove it from the kettle to a hot platter, arrange the vegetables around it, and remove the fat and meat stock from the kettle. For each cup of gravy desired, measure 2 tablespoons of fat and return to the kettle, add 1½ to 2 tablespoons of flour, and stir until well-blended and slightly browned. Then add 1 cup of the meat stock, tomato juice, or cold water, and stir until smooth. Season the gravy with salt, pepper and add chopped parsley if you wish. Make plenty of gravy!

A pot roast is delicious hot, and it's also good sliced for cold cuts or you can serve the left-over meat by slicing and reheating in gravy. Another good idea is to cut pieces of lean cooked meat, as for stew, and reheat it with cooked vegetables, in gravy; remove to a baking dish, and cover with baking powder biscuits; bake in hot oven till biscuits are done and serve as a glorious meat pie.





# CORRESPONDENCE



## L. U. NO. 26, GOVERNMENT BRANCH, WASHINGTON, D. C.

Editor:

Government Branch L. U. No. 26 held its regular meeting on September 8, 1933.

The damage done by the recent storm necessitated the calling in of 23 new men for a period of 90 days or less. Tom Crann came trooping back with the newcomers and we were all very glad to see him and to hear the good news that he has been reinstated on the regular rolls and will not come under the 90 days or less provision.

Brother Neil Graham, a member of our local union, was busy during the week of September 27 as representative of the metal trades of the Yard, at the convention held in Washington, D. C., during that week.

We were all very sorry to hear that Brother Frank Fohler, of our local union, has entered Mt. Alto Hospital for treatment. Brother Fohler has been under treatment for quite some time and last reports were that he is improving in health.

If possible, Brothers, drop by and see him. He will greatly appreciate a visit from any of the Brothers.

JIM MYLOTT.

## L. U. NOS. 46 AND 77, SEATTLE, WASH.

Subject: "Tolerance, School and Jobs."  
Editor:

Some members of our organization will be astonished to know that the inside and the outside electricians in Seattle are working in harmony. We are holding joint executive board meetings and working on plans to prevent any friction that may tend to develop in the future.

President William Grace, of Local No. 46 and President C. L. Hardy, of Local No. 77, have requested that this letter express the desire of the officers of each local union that our members try not to be too touchy about jurisdiction rights and membership in a certain local. This is not meant to be a polite request that the other fellow keep off our toes, but a suggestion that the members wear toe protectors when they come down to the Labor Temple.

When a member has become attached to a certain local through years of comradeship with other members he feels that that particular group is his home, "his castle", and no one inside or out of any union can make him change; this "home" instinct is strong in union men.

Perhaps we should be more tolerant in dealing with members of other trades, should they work in our jurisdiction; of course, there is the danger that some unscrupulous employer will take advantage and do our work with cheaper labor.

However, the membership has control and their voice will guide us even more than during the past. We ask them not to be too hotheaded.

Brother Frank S. Jones, a member of Local Union No. 77, and an electrical engineer for City Light, has opened a night school which will be available to electrical workers in Seattle. A fee to cover expenses for books, etc., will be charged.



W. L. INGRAM  
Newly Appointed Vice President of Seventh District.

This school, we believe, will be of great value to our members and to those who will eventually identify themselves with our union.

We might mention that Brother Jones is the inventor of the multiple street lighting circuit which has been installed in Seattle and several other places. This circuit does away with dangerous high voltage series circuits and gives more space on primary arms for primaries; it also eliminates all central station street lighting equipment—one No. 6 pilot wire can control the street lights of an entire city. The pilot wire carries 110 volts; it is open at night. Members of other locals may create employment by getting street lighting companies to install this system. The system is very flexible; it may be used on any extensions and is controlled by the series circuit.

The State of California is considering laws to prohibit the use of constant current series street lighting circuits.

Legislators in other states undoubtedly will also be asked to make this change; the lighting companies cannot afford to operate dangerous high voltage equipment unnecessarily.

FRANK FARRAND.

Approved:

W. A. GRACE,  
President L. U. No. 46.  
C. L. HARDY,  
President L. U. No. 77.

## L. U. NOS. 48 AND 125, PORTLAND, OREG.

Editor:

On account of the inquiries that have been received by Locals Nos. 125 and 48 regarding the construction of the Bonneville Dam, the executive boards of the two locals in joint session advised sending to the JOURNAL a word picture of the conditions as they exist here.

While the general plan for the dam has been approved, the detailed plans are yet to be worked out. At the present time the only bids called for are for test holes. Our belief is that it will be in the distant future before there will be any electric work to do and even then there will not be enough

to employ one-half of the unemployed members of the two locals.

We have every reason to believe that all work will be done by members of organized labor and all locals are in the same position with the members of unemployed. The official count at the unemployment office at the end of September was 20,050, which is sufficient to build several dams the size of Bonneville. Regardless of newspaper publicity, chamber of commerce and real estate advertising, we would ask all members to keep away from Portland, or at least not to migrate here with the idea of securing work on the Bonneville Dam.

R. I. CLAYTON,  
J. H. LAKE.

Local Union No. 48, of Portland, Oreg., has been forming plans to organize the broadcast radiomen of this city. It is planned to form a radio division of the local and the radiomen will conduct their own meetings under the supervision of the local and executive board. All negotiations with employers will be conducted by the business manager of the local. This method allows the radio division to be under the guiding hand of officials who are thoroughly experienced in union activities.

Several meetings with radiomen have been held and progress has been made toward impressing the benefits of organization upon radiomen. A tentative agreement has been drawn up, patterned after Local Union No. 1, of St. Louis, with a number of additions and deletions to cover local conditions. The initiation fee and dues have been made quite low so that the radiomen can meet them easily.

Broadcast radiomen are the only ones in this field being organized at present, and with this group as a nucleus it is planned to later on organize all the different branches of radiomen in this city and vicinity, which will form a very good-sized radio division. Methods will be worked out insuring each different type of radio service full representation in all business and agreements will be altered, if necessary, to accommodate each type. The passing by NRA of a broadcast code will be of help in establishing wages and hours of employment.

It is hoped that radiomen throughout the United States will take advantage of their great opportunity to improve their profession and immediately organize themselves and become members of the I. B. E. W.

J. H. LAKE.  
Business Manager, L. U. No. 48.

## L. U. NO. 124, KANSAS CITY, MO.

Editor:

Another month has passed quickly by. Since my last letter I have been in the hospital for a double hernia operation. It was very hot, having to lie on my back 24 hours a day for 19 days. I had wonderful medical care. I am at home again to further recuperate.

While in the hospital I had plenty of time to read many interesting articles by men prominent in American political, industrial and union labor life. In my estimation there have been as many big mistakes made by union labor as any other



industrial or political group in America. But then labor can not seem to see the mistakes they are making each day.

I would like to have some sane person show, explain and convince me what good it is going to do by these strikes all over America?

How does labor sanely think it has become so strong in a few months that it can become a dictator to some industry?

If I know anything about it labor has been losing its strength for four years and losing it fast. All of a sudden it takes a shot in the arm and becomes a big strong dictator.

I contend labor had completely fallen down during the depression, and did not or could not offer any sound laws to its members whereby they could hold and keep the membership it had prior to 1929.

There have been thousands of local unions gone broke, lost their charters because they could not keep up their per capita tax to their International Office. I think 90 per cent of the local unions do not handle their financial affairs on a sound business basis.

The local where I belong has always had high dues, but we have built up a large reserve during the boom days. Of course 40 per cent of the members were against such a plan, but the dividend to our members has been greater than the dividend of the A. T. T. or The General Motors. We have been able to keep over 100 members in good standing to our International Office for over a year. We still pay a local death benefit of \$1,500 and \$10 per week sick benefit for eight weeks in each year. We could not have done so on small dues.

Very few locals in Kansas City can pay their business manager his salary, their rent to the Labor Temple, or the dues to their International Office. They sit around with their hands folded wondering what to do or how to do it.

Now Uncle Sam steps in and offers to help the labor situation. He asks business to shorten working hours and put more men to work. He knew big business would be skeptical about such a plan but felt sure labor would stand back of him to the last man in such a program. He made it possible for all labor in America to affiliate with the great A. F. of L. Big business objected to clause seven in the codes, but to go along with the National Recovery Act program consented to sign the codes. Now what happens? Labor jumps out of the harness, right and left, and begins to pull backwards.

Labor steps in and begins to tell the government boards how to make business go along.

Why did they not tell big business what to do or how to do it in 1931 or 1932? The government set up this plan and intends to see that all codes are lived up to, yet the government can not do all this in a month. Why cannot labor lay its grievances before the labor boards and have Uncle Sam iron out all the kinks that present themselves?

Uncle Sam started this and I am sure he is big enough to finish it, and labor will gain in the long run by his fair decisions.

I think to strike at this time will cause the American public opinion to turn against the A. F. of L. and labor can never afford that.

Big business certainly does not want the American public opinion to turn against them. If we as labor and good citizens back Uncle Sam as we should I am sure we as labor will come out on top.

To all our boys in L. U. No. 124, do not forget, if you need any kind of insurance be sure to see Brother Harry Eyring; he can take care of all your needs through the

Union Cooperative Company, our own insurance company.

Business in Kansas City is not so hot that the boys are breaking out in a sweat, but know it will be better in the spring.

J. H. CARR

## L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

The title of this little bedtime story is "She Done Me Wrong But I Can Take It." Mae West did not have the feminine lead but a little maiden weighing about four tons, proved conclusively that the female of the species is more deadly than the male.

Here's how come: I finished the last 16 nights of the season on the Million Dollar Pier and made the acquaintance of a swell little "broad", Miss Jennie Nelson, and her two larger sisters, Fillie and Myrtle. I fell hard for "them thar gals" and went overboard every night for a chocolate bar, just for them, and after 10 nights I was thinking how good my standin was, but somewhere or somehow things went haywire; maybe it was jealousy, for on that particular night Jennie took my chocolate and when my head was turned she socked me in the back of the neck and, Brethren and Sisters, that daring young man on the flying trapeze had nothing on me for aerial gymnastics. I landed about 18 feet away, right smack on the back with all arms and feet reaching for the sky and wondering whether the roof had fallen in or was it just one of those nice, gentle little California earthquakes? Scientists claim that an elephant has 40,000 nerves in its trunk and, believe you me, that dame gave me the whole works.

Some years ago I heard a guy say that he would sooner be hit by an elephant than to stop a short right delivered by the old "K. O." artist, Bert Chambers. May be so, but speaking for myself I'll take a chance on Chambers missing. For you see by now that the three little girl friends were members in good standing of the Adele Nelson's Troup of Dancing Elephants. Ask Eddie "Oscar Oswald" Gray; he was there.

Speaking of Chambers reminds me that he is now starting his fifth year on the water wagon while yours truly has renewed

the contract for the third consecutive year (And the depression did not "force us" to do so). We were just talking it over last night and it's astonishing how great minds run in the same channels and small ones in the same ditch. Anyhow we agreed that is one grand and glorious feeling to awaken each morning with a clear head, minus that fuzzy (Fuernisen) taste.

The depression is over for sure as I actually picked a winner for the second time in 20 years. Yowsah, I won a buck on the Giants (no scrip). The first and best winner of all time was on October 15, 1913, when the little lady (to be hereinafter designated as the party of the first part) said, "I do, for better or worse." Little did I dream then of the many happy years that were to follow.

The first seven rounds were for the "worse"—for her—as we practically lived in a suitcase, for the wanderlust still gripped me strong. But early in the spring of 1920 the party of the first part issued her final ultimatum: "Get yourself a job where you'll 'stay put', as I'm fed up with this kind of an existence." So-o-o-o-o we came back to God's own town and by degrees I became house-broke and civilized and now I dare anybody to try to dislodge me from the old Cogswell.

To me the whole 20 years have been beautiful in having a wonderful pal and companion, but I "imagine" that there have been times when the party of the first part would have cheerfully and willingly traded the party of the second part for a big bad wolf and then had it shot. (Not now, by gosh; we would both shoot it and have the remains fricaseed.)

But to give the devil his due, the Senora admits that, like fine wines, I am improving with age and today I will even paint and enamel the beds and furniture without the customary growl (Harvey, please take note). In fact I even eat the darned old spinach a couple of times a week.

True, we haven't much money (who has these days?). Neither was there a "blessed event", but we sure have had a heluva lot o' good times together, and when my number comes up in the Big Book I can start that journey to that bourne from whence no traveler ever returns, without any regrets or guilt upon my conscience.

Among our most prominent visitors this summer was my old "collitch" chum, Matt Delaney; you know, of the Philadelphia Delaneys (98). He was convalescing after a long and serious illness which nearly had him out of the picture. Most happy to state he is now on the high road to complete recovery and incidentally has become a very clever dietitian.

The A. C. Electric Company is living up to the NRA code and has reduced the hours to 40 per week while increasing the wages by 10 per cent. This brings the scale for foremen to \$1.10 per hour; linemen, 99 cents, and whistle pigs, 63½ cents, but all overtime must be taken off at the employee's expense. For instance, should a hiker make 12 hours' overtime this week he must within the next six weeks lose that amount of time without pay.

Speaking of linemen reminds me. I wonder if that gang, who are advertising the Chesterfield cigarettes, belong to any local union. A buck gets you two that they do not. Emphasis on the not.

In September the New Jersey State Federation of Labor convened at our shores and our old friend, Louie Marciante, head man of the Trenton Marciantis, and a power to be reckoned with in any man's union, ran for the office of president.

We all did our darnedest to put him over

## READ

Norfolk goes forward, by L. U. No. 734.

Triumphant organization campaign among power men, by L. U. No. 233.

Canadian Labor watches NRA, by L. U. No. 409.

How one local NRA compliance board works, by L. U. No. 245.

How to Tear Down a Union, by L. U. No. 716.

Radio engineers organize, by L. U. No. 253.

Harmony in Seattle, by L. U. No. 46 and L. U. No. 77.

Gains and set-backs in Topeka, by L. U. No. 226.

Battle lines in Pasadena, by L. U. No. 418.

Dumb as we are, by L. U. No. 481.

Organization gains, by L. U. No. 723.

Canada's great gathering, by L. U. No. 773.

When better local correspondence is written, Electrical Workers will write it.



and failed by the small margin of 79 votes (there were nearly 850 cast). His opponent was no pushover, having been the vice president of the state body for the past nine years. We feel that Louie made a darned good race, and better luck next year.

Thanks to "The Copyist" and the esteemed scribe from Fort Wayne for their kind mention, and what has become of the famed marathoner, "Speed" Lotz? Also an especial "thank you" to Gawge Sinn, my predecessor, who took time to gently bawl me out for being absent in the October issue. You know, George, old dear, that procrastination is the thief of time. "Enuff sed."

Bert Martin, of L. U. No. 211, has gone "WOP". Yeah! He came to a private meeting last evening all perfumed up with the Italian's national flower—garlic. And to make matters even worse he bragged that he made the spaghetti and further seasoned it with onions. Ye Gods!

BACHIE.

#### L. U. NO. 226, TOPEKA, KANS.

Editor:

We in Topeka, Kans., U. S. A., have felt the after boom depression caused by our late, well-advertised war much the same as the rest of you. And while we look forward to the coming winter with some uncertainty we are still supplied with sufficient hope that the President will hold fast to his promise to give the workers a fair deal and are willing to sacrifice for a time longer just so this unequal division of opportunity and privilege is eventually righted.

The editor of the JOURNAL in quoting Mussolini's famous misleading statement asks for opinions from his readers. Mine is rather bluntly this: either the Premier has wilfully painted this very unfair, unjust, misleading, and highly dangerous picture of our President and government with the purpose of starting trouble for the government or he is entirely unfamiliar with the subject he is trying to discuss.

Many men who have made a success of their own business listen to the plaudits of the crowd which is merely attempting to curry favors for itself and decide they are big enough and smart enough to tell every one else how to run his business.

Henry Ford is a glaring example of this sort of egotism. He thought because he had made a success of robbing men of their youth and throwing them on the scrap pile for his personal gain he could stop a war or set himself up as an authority on any subject.

Henry Ford and Premier Mussolini really look like asses when they step out of their original characters.

The forms of government in Italy and the United States are as different as that in a union shop from a company union or, to be frank, a scab shop.

In one the people rule, as in democracy. In the other a more or less benevolent monarchy exists.

Are we as Americans preparing Congress to take from the President his opportunity to help us get back to a basis of fair competition in industry and business?

Has Wall Street again started the foolish sheep to slaughtering themselves? That's what we will do if we allow the Morgans and Mellons to force Article Seven from the codes. If we do this then we aren't fit to govern ourselves and should have both a dictator and a nursemaid.

We have both joy and sorrow here at this writing. Brother Ingram stopped off here on his way to visit our Brothers in Lawrence, where he was compelled to take up their charter.



APPOINTED BY PRESIDENT  
OF UNITED STATES

Joseph S. McDonagh, legislative representative, International Brotherhood of Electrical Workers, is labor adviser to the code committee of the ship building and ship repairing industry. He was appointed by President Roosevelt.

It's inconceivable that anyone would willingly let their insurance get away from them, even if they didn't care anything about their cards, but we don't all think alike. Some of us don't think at all.

We are rejoicing over the return of the Brothers in the Tucker Electric Company to the union. While these Brothers were still paying dues they were supposed to hold "stock" in the firm which allowed them, as they thought, to work below the scale, but that, we hope, is past.

Another giant is threatening us now. That is, contract labor and competition for jobs within the shop. If this ever gets a hold here we are lost and no one will be the gainer.

J. R. WOODHULL.

#### L. U. NO. 233, NEWARK, N. J.

Editor:

Local Union No. 233, seeing the possibilities in the labor section of the National Recovery Act, started to organize the utility workers, with the official sanction of the International Office August 1.

Our object was to organize every man employed in the manufacturing and distribution of electric light and power.

Numerous and untold objects were strewn across our path but each was overcome in turn and triumph over each rough spot gave us the strength and courage to meet the next test until finally our organizing committee is functioning as a smooth running machine.

The first 10 days of our campaign were spent in distributing literature to all substations, power plants and line headquarters in northern New Jersey. Approximately

10,000 copies of literature made into booklets so each individual would receive eight or 10 different subjects or articles.

This work was supervised by our able and efficient business manager, E. Fackler, with the help of our members who gave freely of their time and also furnished their own transportation and expenses.

At our first open meeting we had about 300 present and received 150 applications. Dr. Kingston, a liberal-minded minister of the Gospel, Brother Martin, of Amalgamated Clothing Workers, Brother Cosalino, editor of the Union Labor Magazine, and Brother Bieretz from the International Office, spoke on NRA and what it means to labor to a very enthusiastic and responsive audience.

Twice a month other such meetings were held with the same gratifying results and in between meetings we met the boys in small groups, wherever we could get together to plan our campaign and iron out any difficulties that might arise.

The response to our campaign was so great that sub-locals in the outlying districts from Newark have been started. One in Keyport, N. J., and another in Dover, with several more to be started before this is published.

The power companies as usual have not been sitting idly by while we have been organizing their employees.

They have been putting out their usual propaganda that they are so adept in to keep us disorganized and divided. Their attempts are futile, however, as the workers have been fooled too often and find they cannot pay their gas and light bills with promises that never materialize.

The utility workers of New Jersey have seen the light of the new day for labor embodied in the NRA, the right to bargain collectively, and no longer will they cower before the mighty power trusts but organize under the I. B. E. W., to act and think as one, receive a just and more equitable part of what they produce so as to live as free men should.

Only by every worker doing his share on and off the job, to help and aid his weaker Brother to organize can we take advantage of the right to bargain collectively, granted to the workers of America by our president.

The interest and enthusiasm shown by our new Brothers in helping us put over our organizing campaign cast a bright reflection for the future of Local No. 233.

JAMES REDDING.

#### L. U. NO. 240, MUSCATINE, IOWA

Editor:

Here is hoping this press secretary business does not run in cycles because about nine years ago in this very same local I was appointed press secretary and wrote exactly one letter and was laid off, but I'm going to try it again.

Now I forgot how I started that first letter so I'll just play it safe this time and sort of give you a lineup on the boys and our job.

Our election of officers is over but was not announced before as we had no press secretary, so I'll tell you how we got one.

Not being able to see how we could improve our local by electing a new president, we decided to re-elect the old one, even though he did his best to get out of it.

We did that and for some reason he felt I had something to do with it, so he appointed me a delegate to the labor council and soon as I made my first report he appointed me press secretary and I won't be surprised at anything he does from now on.

First off the bat is our worthy president, Brother Max Oldenberg, formerly from Canada, where he evidently associated a great



deal with Indians and the mounted police because he says very little but he always gets his man, and incidentally he is king pin on the heavy truck, so we have the law with us.

Old Dad A. P. McGill is our recording secretary and hails from here and there but has been homesteading here for 10 years or more, but while I was gone old Dad decided to give up trying to show these young ducks how to do line work and grabbed himself a nice job in the sub station. I'm wondering if Charlie Paulsen, president of Local Union No. 134, remembers him back in Milwaukee?

"Shorty" Reuben Strauss is our noble financial secretary, business manager, meter repairer and tester and whatever else comes up. I don't know where he hails from.

We also have with us in the capacity of city superintendent a Brother by the name of Charles Erdman, the original B. H. S. (before hot sticks) kid from Pueblo, where he says the boys did work it hot. He is the man with the iron hand on this job and has to stand between us and the city fathers and absorb all the kicks from both sides but, boy, can he take it and also give it!

Brother Robert Smith, one of our real honest-to-goodness linemen and possessor of eternally itching feet, is also with us and picked himself a nice soft berth in the sub station, but Bob had to have hard luck before he did that. He got tangled with a primary and after he got out of the hospital he was short a finger, so now he stands in the sub when it is below zero with a nice warm fire and watches us pull out and I know he wishes he was with us.

So now you boys in California and Michigan and Texas and Waterloo and all over know why he doesn't show up any more.

For a small town with a municipal plant this one is a dandy. We have a big White truck for heavy work that will compare well with any in the country.

At present we are busy replacing old secondaries with heavier ones as they have been running a range campaign here that loaded things up so we could get some work for a little while.

This job is the same as most others. The boys blow in here and like it and stay and some make the home guard and once in a while one leaves to go out and try the big time and when he goes broke he comes back to see if there is anything to do and there usually is, if he can wait long enough.

One Brother I forgot to introduce. He is Brother Del Martin, a reformed switchman. From what I can pick up he has smashed gondolas and piled up box cars all over the country with line work thrown in now and then for relaxation, so if any switchmen happen to know him and see this I wish they would let me know how they gave signals on those jobs. I guess it was vocal because this boy can yell.

Would like to say hello to Bill Cooke, the old copper king, and Murphy, the pressure wireman; Jaffer and Caster, the mechanism expert, and Ringhoffer, the boy with the golden knee, all of Local Union No. 134.

First time I met Bill Cooke was when we were connecting the busses between units Nos. 4 and 5 at Crawford Station and I drilled the copper for one-half-inch bolts and Bill had five-eighth-inch on his end and hadn't told me. We got acquainted then.

Let's hear from you, Bill. My postoffice job flopped.

How about Fred Feichter, in Hollywood, and Fred Maltby, at the same place, and Horning, at San Diego? Let's hear from you fellows.

I certainly agree with the Brother who wrote in asking for the Constructive Hints page to be continued. It is good stuff. And I wish we could hear more from Local Union No. 134 as they are doing a lot of good

work that would be of interest and benefit to other locals if we could hear about it.

EX-COPPER KINK.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

Hello, friends, and the rest of you! This being hunting season and you hunters who tramped the woods and fields all day in search of the game that wasn't there and you feel like snapping the head off of any one who crosses you, then pull up a chair, because I am bowling down your alley. The open shop group here has declared an open warfare against your interest as a worker. The Chamber of Commerce has denied you the right to send your business agent to represent you on the compliance board. They themselves have built up what they termed the strongest defense against you that has ever been attempted (openly) in this locality. In their selection of representatives on this board the greatest care was taken to select only those men who have devoted their lives to the defeat of organized labor in Toledo, men who firmly believe that under their leadership nothing could happen to the worker that would be detrimental to himself or his family, providing they would seek consolation in him and not bother to seek the advice of any one who was connected with the trades union movement. For should you do that you may want your share of that which you produce and your services are no longer needed in his employ.

Our Chamber of Commerce here has for years spent time and money to keep you from organizing. And from this group they have taken care to select the most bitter enemies of you to represent them on the compliance board. Imagine, if you can, getting any satisfaction from that group if you should feel that you want a fair proportion of what you earn! On this board labor was asked to send two representatives. The names of the secretary of Toledo Central Union, Otto Brach, and the business agent of the Building Trades Council and Electrical Workers Union, Oliver Myers, were chosen to represent labor. But Mr. Dood, chairman of the NRA Compliance Board, rejected these two names. Of course, Mr. Dood could not help this move, for he, being one of Toledo's big insurance men, could not afford to do anything that this group did not wish done, for lost friends lead to lost insurance, and what business could afford this?

Several attempts were made to show labor what a terrible mistake they made in selecting these two men who only know one thing (labor's needs) and arguments to convince labor that they should substitute the names of two men selected by them (the Chamber of Commerce), one, a clerk in a Toledo department store, and the other, the general manager of a Toledo factory—the second cheapest in the city. A fine state of affairs that would be.

The state and national boards have reversed the decision of our good friends and at this writing Branch has been mentioned for the board but Myers has been refused at the date of this issue. However we hope that Myers will be sitting on that board and that we can expect things to start here that will assure us that the NRA is really working.

Our agreement here has not to date been satisfactorily thrashed out. Delays or sparing for time has threatened the progress of it and then department heads seem to think that they, not us, should write and submit an agreement, and are attempting to tear apart any condition that is satisfactory to us. After three years of taking conditions away from us, why should they want to tear them away from us now? If their

### THEY DO NOT FORGET



When the International Executive Council met in its semi-annual meeting in Washington in October, its membership with their wives, led by Chairman Charles M. Paulsen, Chicago, motored to Leonardtown, Md., to the grave of former Chairman Charles P. Ford, and placed wreaths upon the mound. Mr. Ford, beloved veteran member of this organization, died 18 months ago.



superior seems to think that we are entitled to better working conditions and some increased compensation, why should department heads want to go to all this trouble of tearing down our conditions? Surely it wouldn't be plumage or hat ornaments?

EDWARD E. DUKESHIRE.

#### L. U. NO. 253, BIRMINGHAM, ALA.

Editor:

This is the first chance that I have had to correspond with the JOURNAL since Local Union No. 253 has been newly chartered.

#### Radio Engineers Trend Toward Unionism

With the installation of the south's first charter of radio engineers, unionism among the radio technicians made its debut in Birmingham and Alabama. Saturday night, October 14, 1933, the Birmingham Radio Operators Association was given its charter and initiated into the International Brotherhood of Electrical Workers, being designated as Local Union No. 253. Only the charter members were present at the meeting. After each member had been obligated the officers were elected and installed.

The officers and charter members are: Sterling L. Hicks, president; Norman S. Hurley, vice president; Claude M. Gray, recording secretary; Leonard Kron, financial secretary; James Evans, treasurer; Chadwick M. Baker, Jr., press secretary; Rufus Jones and Albert Keyser, inspectors, and William D. Hassler, Ernest Mahaffey and Clayton Dow, Jr., additional charter members. The executive board: Chadwick M. Baker, Sr., James L. Middlebrooks, Gordon Bishop, and Sam Maenza.

Local Union No. 253 was born a little less than three months ago, when a few Birmingham technicians sensed the same feeling that we all, as radio engineers, have—that of being dominated by a fallacy which, if its grip cannot be broken, will inevitably bring disaster to all licensed radio operators. Feeling that the only way to correct the underestimation of radio operators was to organize and fight together, all operators were asked to be present at a called meeting.

At the first meeting practically every licensed operator in the city of Birmingham was present. We heard some distinguished speakers on unionism, and at the first meeting formed an organization. The next few weeks every effort was extended to secure all possible information from other such organizations in the country. After we had received satisfactory information and weighed it thoroughly we unanimously decided to apply for a charter in the International Brotherhood of Electrical Workers.

It is the aim of Local Union No. 253 to help all radio engineers, both in securing positions for those out of work and in making better working conditions for those who have positions. We have the whole state to bring in and we are going to endeavor to work all the state's licensed operators into the union.

To put this over in 100 per cent fashion the help of every radio operator in the United States is needed and solicited. If no union is near you, get together with the other radio engineers around you and organize. If you attend any union, or if you are in the area of any union, join now. Do not let your vocation and life's work be mistreated. Act now! Join a union!

CHADWICK M. BAKER, JR.

#### L. U. NO. 275, MUSKEGON, MICH.

Editor:

Well, the frost is on the pumpkin, and it's time to buy coal. We hope for another mild winter so that the coal bill will also be mild.

#### NUMBERS AVAILABLE

The International Office has a large supply of the following issues of the ELECTRICAL WORKERS' JOURNAL:

January, 1933  
February, 1933  
March, 1933  
April, 1933  
May, 1933  
June, 1933  
August, 1933  
September, 1933

These JOURNALS are suitable for organization purposes, we think, and we will be glad to send them to any local unions if they will send us their requests.

The dock job is nearing completion. It has given several of the boys a nice boost.

We are looking forward to those two cases of 3.2, lest Joe and George forget!

Do you buy American? Do you also buy union made goods? In union there is strength. In fact it seems it is about the only means by which the working man can get his full share of the material goods of this world.

Work has been slack for two or more years but progress in the electrical field has continued. Have you been keeping up to date during the enforced rest period? Is it not true that a good union man should be up to the minute in his particular line of work? How do you stand?

We hope the NRA will soon take the dust and rust off many kits of tools. GIBBS.

#### L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

The high hopes raised by the promise of the program of the much-heralded NRA, in the main, seem doomed to disappointment. True, the wages of some of the lowest paid workers have been raised. On the other hand, the weekly wages of workers in many other instances have been lowered. Though



IN THE DAYS OF THE DERBY

Fred W. Fein, 217 2nd Street, Bremerton, Wash., L. U. 574, asks if some of the old-timers in St. Louis, Mo., remember this picture.

quite a few have been put to work, on various governmental projects, the wages paid them in most cases were scarcely more than the dole received by those in the breadlines. The re-employment of workers in privately owned industries has made but a very small impression on the army of the unemployed.

From end to end of the country come reports of strikes and lockouts; of unsettled or partially settled labor disputes. Furthermore, whereas the general average of the workers' weekly pay has advanced but little, if at all, the cost of living has risen considerably and is still going higher.

The employing class repudiates their NRA pledges, apparently, with impunity. They discharge or lockout their employees for attempting to organize and even secure injunctions against them in the state and county courts. In some instances both individual employers and groups of employers have discharged their entire force and then hired a new one at greatly reduced wages.

These conditions have existed for the past several months and still continue to exist and, as time passes, they seem to increase both in frequency and in flagrancy and, as Mark Twain said about the weather, "Nothing is done about it."

In the meantime the depression is still with us, with no indication of any major abatement. We still have the breadlines in practically every city in the land and, in many cases, they are not showing any diminishment but, in some instances, are on the increase.

The one point, in the whole situation, which gives us any ray of hope, is the success of the extensive organization program of organized labor. And yet, this is not extensive enough; it only organizes those who have jobs; it fails to reach the unemployed, the men in the breadlines.

There are many reasons why the unemployed should be organized. A vast army of unorganized unemployed forms a serious menace to the successful accomplishment of the aims of the organized workers. In the first place, the unorganized, unemployed worker always stands as a threat to the job, the wage scale, and the working conditions of the employed worker. In the second place, the employing class are continually formulating and inflicting on those in the breadlines various forced labor programs, which tend to replace the pay envelopes of the organized free workers with the relief slips of the thus-enforced breadline recipients. Furthermore, the standard of living of those on the breadline is being lowered; either directly, by a decrease in the cash value of the relief given, or indirectly by the rising prices of commodities. This very soon has the effect of lowering the standard of living of the employed as well as the unemployed.

The only way that these conditions are to be remedied is by organized resistance on the part of the working class generally; a united front composed of the employed and the unemployed. Therefore, the imperative need is for the employed and the unemployed to be united in a closely-knit organization or very closely affiliated organizations.

Every local union, central body, international and state federation should not only be alive to the urgency of this but should be, right now, actively engaged in using every effort to bring about this very desirable unification of all the forces of the labor movement.

It is very difficult for the unemployed to organize themselves. Therefore, it is up to organized labor to do the job for their own protection and preservation.

W. WAPLES.



# L. U. NO. 303, ST. CATHARINES, ONT.

Editor:

Thanks for straightening out those small errors in the previous month. Hope these few remarks on a great subject more important than many realize are not out of place or wearying to anyone. Local No. 303 has not any glory to strut about save what prominence it has had in these pages. We don't wish to write any story of our troubles nor do we want to repeat that we don't want to write about our troubles. So when the end of the month comes around your humble servant pens a few lines to hold the space in our valuable JOURNAL. Our first letter closed by saying that democracy was so ruthlessly destroyed that it did not awaken until 1776. To the American Revolution goes the credit of bringing the world back to liberty. We have tried to show what happened for 2,000 years after those early Fascists had broken down Greek culture with all its possibilities.

This may be news to some people; it certainly has been to those I have sprung it on lately. However, from 1776 the struggle has had to go on. Philosophers in each generation have given a new slant on it and in spite of all the splendid phrases the old, bad, rugged individualism was in first place. Viscount Philip Snowden says: "Liberty to express individual opinion is the most priceless blessing of humanity, and must be pre-

served at all costs." We have all thought that each of us had this liberty and that none were persecuted and that we enjoyed democratic government.

Have you ever thought of the tricks and schemes played to defeat the opposing candidate for office? Why is this? Simply because we have not reached that full state of democracy. We are fairly on the way, however, and as stated before I believe we have in Washington a real democracy right now greater than ever.

It is interesting to note that those early Greek scholars conceived the League of Nations idea. Yes, we have to thank those scholars of Greece for democracy and the love of liberty and free speech. It seems incredible that for so long this learning should have been crushed down. Certainly selfish interests played their big hand in doing it and it was done by Fascism in all its forms. Allow me to quote several sentences of an oath that the young men of Greece took on reaching the age of 18 in those wonderful days:

"I will never disgrace these sacred arms nor desert my companions in the ranks."

"I will fight for temples and for public property, both alone and with many."

"I will transmit my fatherland not only not less, but greater and better than it was transmitted to me."

"I will observe both the existing laws and those which the people may hereafter make."

To conclude we must remember one character who resembles many men we have met in our day and whose reward also runs parallel—Socrates. He was to all appearances an ordinary man; a sculptor by trade. He was a thinker and teacher and believed that his mission in life was to start ideas in others which he undoubtedly did. Many of the great men who followed him traced their intellectual descent from him. His own native city condemned him to death on a charge of impiety towards the gods.

THOS. W. DEALY.

# L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

When Robert Fulton steamed his boat down the river, the majority of the spectators said it would never be practical. When Morse demonstrated his telegraph system and Bell his telephone, the people again shook their heads in doubt. Now when you tell them you can silently cool their bedroom, store or theatre, and remove excessive humidity, they still shake their heads and say, "I don't want to try anything new. It might not work and will be terribly expensive, or something must be wrong with it." They aren't willing to be convinced. Instead they install noisy fans, costing almost as much to blow hot air about the room. Two theatres are a good example. In one the noisy fans blowing air in your face and on the back of your neck and in the other, the silent conditioning units, cool, no excessive humidity, and perfectly comfortable.

Radios are very useful during the storm season. As a hurricane approaches we sit by our radio, probably with a map beside us, charting its course; its location is broadcast every 15 or 30 minutes. We are hoping it will change its course, but it doesn't, and as it is about 150 miles distant now, we rush out and close our shutters. More reports come, the wind blows harder and harder. Finally the electricity goes off and reports stop, but why more reports, the storm is here.

WADE SUTTON.

# L. U. NO. 409, WINNIPEG, MAN.

Editor:

Winter is upon us in this north country; snow is already covering the landscape, obliterating the remains of our gardening efforts, and filling up the unsightly holes in paved roads, and graveled lanes, giving them the appearance of being well attended to until next April. This is not because we are all happily working, and have no one to attend to these jobs. Oh, no! We have lots of workless workers, and lots of work to do, but government jobs must be paid by taxes, and taxes must go to pay for past indebtedness, and for relief, etc. (This "etc." may also mean big salaries of officials.) And men on relief cannot pay taxes because employers of labor cannot employ them, as there is no market for their products, and there is no market for their products because the worker is either on relief or on short time, and cannot buy, and—oh, well, we might go on like this for a week, and register a full-sized headache trying to figure it out.

My hat is off to President Roosevelt. He is at least trying to untangle this above cited problem—if the big moguls will let him. There is no doubt in the sincerity of his stand for the cause of labor.

This stand may even reflect to Canadian workers through the railway organizations of the A. F. of L. in so far as whatever move has been made in the past on the railways south of the line regarding wage agree-

## BUT IT HAD TO BE DONE

Drawn especially for Electrical Workers Journal by Harrie S. Goodwin





ments, etc., has been made here sooner or later. The announcement of the result of the negotiations between the five running trades, and the railway boards is not made public yet, so it is too early to comment on this. Whatever the issue we should strengthen our cause; on the one hand to hold what we have so dearly gained, and on the other to resist any further inroads into our now meagre pittance if, and when negotiations are commenced with the shop crafts.

Brother Macintosh was a visitor at our last regular meeting and during the evening stressed the need for organization at this time and wondered, he said, at the apathy of men toward organized labor he had come in contact with in the west.

He dwelt at some length on the competitive business of the bus and truck towards the railways. He mentioned the sacrifices the shopmen had suffered especially on the Canadian Pacific Railroad, being 53 per cent less than in 1928, while in the building trades, under the I. B. E. W., a drop from \$1.10 per hour to 90 cents in the same time he cited as a contrast. We were sorry to learn Brother Macintosh is off the payroll, and the extra steam he put into his talk, and the urgings to keep up the good work (in which we do our best) showed that being a gentleman without means (if you will allow me that expression, Brother Macintosh) has not soured him in thought or act in the cause of organized labor. We hope to see him again on our meeting nights during the winter months.

Thanks, Brother McGlogan, for the note and encouraging remarks, if I may take this opportunity of saying so.

R. J. GANT.

#### L. U. NO. 418, PASADENA, CALIF.

Editor:

To our new president, D. W. Tracy, we extend greetings and best wishes for a long and successful career as same. To ex-President Broach, thanks for his leadership through the trying years past and may we hope his resignation will be the turning point to good health and a long, happy life.

Despite the present drive for increased wages, etc., all county relief workers have had their time cut 30 per cent. The August schedule called for a four-hour day, but such a storm of protest arose that a six-hour day was granted after a meeting of county supervisors and delegates from hastily formed organizations. The rate, 40c per hour, still stands. Many electrical workers are affected.

Relief work on the city's underground system has been halted. This relief work cost the taxpayers as such nothing, being paid for by light department revenue and we feel should be continued.

A two and one-half per cent state sales tax went into effect August 1, but as exercised the smallest sales pay the most, for instance one cent on 15 means six and two-thirds per cent. The income tax bill was vetoed by Governor Rolph upon insistence of realtors and others. State labor leaders who had worked hard for more equitable taxation declared this the last straw.

The Los Angeles county delinquent tax is not \$6,000,000 but \$28,000,000 (my error) and efforts to get in some of this by severely reducing penalties and splitting payments have met with little success. Brawley, Calif., recently completely a fine new city hall by giving delinquent taxpayers the right to furnish the material and labor used in payment of taxes. Auction sales of property for taxes have been postponed two years.

The state water conservation act has met another setback in the form of a petition. This act would build water and power proj-

ects and you may guess who signed the petition.

All electrical work in this county (Los Angeles) is now subject to inspection and requires a state license of contractors. Pasadena's electrical code is undergoing revision and we hope will do away with knob and tube work. Real estate speculators have done away with an all pipe ordinance to cheapen construction during a building boom about 1921.

Open meetings are being held and Brother Brigaerts has given generously of his time to tell the benefits of organization to prospective members. Prospects are bright for a satisfying increase in membership as a result.

H. W. HUNEVEN.

#### L. U. NO. 481, INDIANAPOLIS, IND.

Editor:

Why do speakers over the air for the NRA make it a point to inform the people that the Recovery Act is neither bolshevism, collectivism nor socialism, but that it is Americanism? Most of the speakers recognize the fact that the NRA is positively a shifting to the left, or a move opposite to that of unhampered competition, and they fear that the common people will soon be demanding the complete left program—socialism.

The NRA is going to partially stabilize capitalism, but it will never reach the pompous stage as of 1929 and previous. Capitalism is a dying system and the fundamental changes now taking place will soon cause it to lose its identity. We are marching on towards a new epoch, where man will produce for use and not for profit.



You want the Journal!  
We want you to have the Journal!  
The only essential is your

Name -----

Local Union -----

New Address -----

Old Address -----

When you move notify us of the change of residence at once.  
We do the rest.

International Brotherhood of Electrical Workers

1200 15th St., N. W.  
Washington, D. C.

The great danger ahead is that the working class will be lulled to sleep by high-sounding phrases of NRA officials and supporters, that all is well and henceforth we need not worry about the future. We are in the transition period from our present chaotic system to one of order and sanity, but capitalism will die hard and as a last resort it will barricade itself behind the wall of fascism. This is the danger we as workers are facing. What are we as organized workers going to do about it?

President William Green, of the A. F. of L., is now seriously considering a boycott on German made goods to express our resentment toward the oppressive measures adopted by Hitler in his mad desire to stifle all opposition from labor unions and political organizations. If the convention of the A. F. of L. soon to convene, takes the above action, as I believe it should, then to be consistent, it should also lay plans to call a general strike of all workers, if our mild dictatorship begins to take on the form of fascism.

We should take full advantage of the present opportunity to organize, but we should not consider this as an end in itself, but only as a means to an end.

The ultimate goal of labor organizations is to receive the full social product of the workers' labor; there can be no half way measures; there is no rate of pay or hours of labor or other conditions that will satisfy labor, short of all that rightfully should be his. The supreme need of the hour is to organize the workers and teach them the necessity of independent political action, together with their industrial activity.

As dumb as we are, I feel confident that the working class of America will soon emerge from its dungeon of worry and despair fully determined to set up the world's first co-operative commonwealth.

We will then find that our so-called uncharted economic field without blue print has been fairly well taken care of by people who have devoted many years to the study of economic questions.

Then and only then will such now popular phrases as snake, scab, rat and racketeer disappear from our vocabulary. Crime will be reduced to a minimum and men and women will be advanced in the industries and institutions on their merits, instead of patronage or favoritism. This will be the case because all incentive to unfair dealings will have disappeared, when interest, rent and profit take the exit.

GEO. M. LARRAIR.

#### L. U. NO. 619, HOT SPRINGS NATIONAL PARK, ARK.

Editor:

Local Union No. 619 in the past has been a bit backward as to the issuance of matter for publication in our own JOURNAL, but at this time will ask to be excused for our past negligence. Just a wee local union in a national park resort town with a rollcall that can easily be called on the fingers of our faithful recording secretary. Still we claim to have the strongest local in the state. As for work at this time, we are about washed out. With one job under construction employing two of our members and about three weeks' work, will mark the word "finis" to the roll of our employed members.

We have just completed a \$1,500,000 army and navy general hospital. The National Construction Company, of Washington, D. C., had the general contract. The Dawkins Electric Company, of Memphis, Tenn., the electrical work. Inclosed are two photographs, one of the structure and one of the crew, members of Local Union No. 619. An annex





MEMBERS OF L. U. NO. 619 WHO WIRED THE \$1,500,000 HOSPITAL IN HOT SPRINGS

to the hospital is now under construction, nurses' quarters, at a cost of about \$165,000, which will be completed in the next 30 days. The Dione Electric Company, of Joliet, Ill., have the electrical work. Both of these jobs have been 100 per cent, for which, at this time, we wish to thank our International Representative, Brother Rudewick, for his meritorious service in our time of need. Lest we forget, Local Union No. 619 wishes to offer a word of appreciation in behalf of Brother Broach for the faithful services he rendered in such a strenuous era as the years spent by him as our International President.

Hereby wishing him a very speedy recovery and we hope that we may have his able assistance again in the very near future. To our new International President, Brother Dan Tracy, our heartiest wishes and congratulations. To him we need no introduction. Well, hey, hey! Be a-seen' ya.

PRESS BOY.

#### L. U. NO. 665, LANSING, MICH.

Editor:

Local Union No. 665 is still doing business at the old stand, and trying to hold up its own end, and also assisting some on the outside of the fold. I am beginning to think that they realize we have helped them a lot during this depression, even if not by oral or written propaganda or large newspaper ads.

We are conducting an organization campaign and have met with a little success so far but it is hard to get them to understand Section 7 of the NIRA and the hardest part of all is to get them to part with the money. If we could offer them a raise in pay the next day it would be different, but organizations are not built that way these days. Some of the men are like some financiers, they will invest \$1 if they see two coming right back.

New construction work here is very much

missed by its absence, but hope when the public works money gets moving we will get our share of work.

We are still bothered with question No. 999, how to get members to attend meetings.

The electrical workers of Lansing are very popular when it comes to having company on meeting nights, and also loss of memory.

We held two open meetings last month and had a very good attendance and some very fine speakers to define the NRA and think everyone present was very much enlightened on this very important subject.

The automobile workers here are getting

organized in good shape and a few new snappy locals are going right along.

Well, here's hoping our campaign for new members is a success and we are wishing the Brotherhood continued success.

A. J. BARTELS.

#### L. U. NO. 713, CHICAGO, ILL.

Editor:

After looking over the JOURNAL this afternoon, it came to my attention that it has been a long time since a letter from Local No. 713 appeared in your columns.

We regret very much to note that we are one of the very few shop locals listed in the directory and hope that this condition will change in the very near future.

The membership of Local No. 713 consists of members who are employed by the Chicago Surface Lines, Chicago Rapid Transit Co., Automatic Telephone Co., and several miscellaneous shops which manufacture electrical devices, and last but not least, we have the only organized switchboard and panel board shops in the Brotherhood (building trades locals take notice).

We regretted to hear that Brother Broach was forced to resign on account of poor health, and we wish him a speedy recovery.

We have been hit hard by the depression, especially our switchboard and panel board shop, we also have lost a considerable number of members and are holding a large "out of work list." But so far we have been able to keep our local out of the red. Our local assessment has enabled us to pay the per capita tax for our out-of-work members.

The Metal Trades Council has had quite a progressive drive on under the National Recovery Act and have made many shops sign up which come under their jurisdiction.

We held our biannual election in June and the following officers were elected: Harry Cox, president; George Chamberlain, vice president; George Doerr, recording secretary; Henry Altschuler, treasurer; John F. Schilt, business manager and financial secretary. Our executive board consists of Harry Cox, George Doerr, George Chamberlain, A. Naessens, A. Pusateri, W. M. Taylor and R. Erickson.

The members and officers of Local No. 713 join the Brotherhood in welcoming Brother Tracy, our new International President, and I am informed by Business Manager Schilt



The New Army and Navy General Hospital at Hot Springs, Ark., Built by the National Construction Company of Washington, D. C., and Wired by the Dawkins Electric Company of Memphis.



that he is a true friend, conscientious worker and a very capable executive.

I want to mention at this time, of the hard work Business Manager Schilt is doing every day, seeking to strengthen our local union in this National Recovery Act drive, when and wherever he is able to do so. He is also responsible for the good condition the local is in at the present time. He has made every effort to economize in his office. He is a conscientious worker and has the respect of every member of Local No. 713 for his untiring efforts in keeping the local together.

GEORGE DOERR.

#### L. U. NO. 716, HOUSTON, TEXAS

Editor:

As I read the reports from the many local unions of the I. B. E. W. all over the United States and Canada, I cannot help thinking what a great organization the electricians of this continent have. And then the question presents itself, "Is this organization perfect?" The answer is immediately forthcoming—it is not perfect. The fact of the matter is that no organization in this world is perfect, no matter how perfect may be its constitution and by-laws. If then, there is room for improvement in our organization are we going to work to better our conditions, or are we going to sit idly by and hope for things to improve themselves?

If we want things to drift along as they are and perhaps get worse, here is a set of rules to go by.

How to tear down an organization:

1. Do not attend local union meetings regularly, for if you do you may become enthused with the union spirit, or you may be called upon to do something for the organization.

2. If you do attend the meetings be sure to tell the "boss" or someone else everything that was discussed in the meeting. If you can not get him on the telephone after the meeting, tell him the first thing in the morning.

3. When you attend meetings always raise objections to whatever action the executive board takes, for they are just a bunch of "nit wits", even though they were elected by the majority of members.

4. Be sure to accuse the business agent of loafing on the job, and do not give him any co-operation.

5. When you attend meetings do not pay any attention to communications which the secretary reads, but talk to your friends while the secretary is reading.

6. When you are working for a contractor, be sure to lay down on the job when the "boss" is not around.

7. When you go to work on a job, just forget the local union. You have obtained a job through the union, and you may not need the union again.

8. When a contractor asks you to do something which is against the by-laws, go ahead and do it. If you do not, the "boss" may not like it, and besides the local will probably not find out about it.

9. Do not try to get new members for the I. B. E. W. If you do, the ones whom you approach may think that you are begging them to join the union. Wait until they come to the door and ask for admission. If they want to find out the benefits and advantages of belonging to the I. B. E. W., let them find out some other way.

These are not all of the things that we can do to keep from bettering our organization, but if many of these conditions are prevalent they will turn the trick nicely.

J. H. BLASDELL.

## NOTICES

Any one knowing the whereabouts of Herbert Walsh, card 312768, kindly communicate with L. J. Skyles, financial secretary of Local Union 431, 517 15th Street, S. E., Mason City, Iowa.

G. M. BUGNIAZET,  
International Secretary.

If this comes to the attention of Morton B. Curry, L. U. 233, or anyone who knows his whereabouts, kindly communicate with L. C. Lawing, financial secretary, L. U. No. 233, 138 Orchard Street, Newark, N. J., or the local union will be forced to drop him from membership.

L. C. LAWING,  
Financial Secretary, L. U. No. 233.

#### L. U. NO. 723, FORT WAYNE, IND.

Editor:

At our last regular meeting we obligated 24 respectable, hard-working, law-abiding American citizens, who have in the past looked to the company executives to give them a decent, living wage, commensurate with the boasted high American standard of living; in short, a fair day's pay for a fair day's work, but, alas, the executives failed them.

Why? Because as soon as the company felt the pinch of decreased earnings, they decreased the employees' wages, took advantage of the labor oversupply and cut to the core. Of course, the stockholders could not suffer in proportion; they represent water in the stream from which we drink. Believe me, these 24 new members are a few of a large number whose only recourse was to join the ranks of organized labor. They have heard the battle-cry and have put on the armor.

Congratulations are due to all new members, not only in our own local, but to all new members the country over. We welcome you into this wonderful electrical trade union. We need your help just as much as you need ours. Your efforts and new ideas will give the older members more zeal. We need young blood, more push and go-forward ambition, backed by men with the true trade union ideals.

This small town of ours has big ideas when it comes to organizing. At an executives' meeting at the local Federation of Labor, the business managers reported an increase of almost 9,000 new members. Very gratifying as a commender for a city of our size. As some of you Brothers know, this city and state has been known throughout the country for its low wages and open shop conditions, but right now the tide is turning, and we are singing the following chorus with the good old tune, "Keep the Home Fires Burning":

"Keep the union growing,  
Members, make a showing,  
Help your fellow workmen, too,  
Get them to join.  
There's a lot before us,  
Join us in this chorus,  
Get together, organize,  
Make the union grow."

The above theme song was taken from the hosiery workers' union newspaper. We are glad to make it known that our mem-

bership has increased by more than 100 per cent, so we now boast of having more than 100 members.

W. H. LEWIS.

#### L. U. NO. 734, NORFOLK, VA.

Editor:

Brother C. M. (Cap'n John) Smith, leadingman electrician, has left Norfolk Navy Yard to accept a position as government inspector at Newport News shipyard.

"Cap'n John" possessed the rare quality of leadership to such a marked degree that he will be greatly missed by all who served under him.

Brother A. B. Bell has been appointed to succeed Brother Smith.

The duties of a leadingman are very exacting and at times very trying but those of us who know him best are satisfied that this job will not put gray hairs on Brother Bell's head.

Local Union No. 734 was represented this year at both of the important conventions.

Brother Jerome E. Hawkins was a delegate from Portsmouth Metal Trades Council to the Metal Trades Convention and Brother J. Fred Cherry was a delegate from the Virginia Federation of Labor to the convention of the American Federation of Labor.

The October issue of the JOURNAL is the best yet. The discussion on the "bare neutral" was very educational. Brother C. E. George informs us that articles in the JOURNAL have been used in class work in the Cradock (Va.) high school.

SAUVAN.

#### L. U. NO. 773, WINDSOR, ONT.

Editor:

The Dominion Trades and Labor Congress held here last month was unanimous in demanding an NRA for Canada.

Delegates came from afar, making it a huge success. The United States was represented by Mr. James C. Quinn, of New York. Brother E. Ingles, our International Vice President, well represented the I. B. E. W. M. J. Bromley certainly gave us all something to think about. He is vice chairman of the British Trades Congress and secretary of the Brotherhood of Locomotive Engineers and Firemen. I will mention some of his other connections that I hope will be of interest: Late member of the British House of Commons, member of the Central Council on Education of the British Broadcasting Company; governor of Rankin College, Oxford (catering entirely to labor); director of the Victoria Trade Union Printing House, and director of the "Clarion", a weekly newspaper. Well known over there supporting the cause.

Mr. Tom Moore was unanimously re-elected president, thus starting his 16th consecutive term in office.

I may mention that members of this local did their part in making this get-together of organized labor a success.

BILL COLSON.

#### L. U. NO. 865, BALTIMORE, MD.

Editor:

We were very conspicuous by our absence last month. Attendance has been remarkable for the past several meetings and it seems that the fellows are really taking an interest in the doings of our local. Our meetings have been changed from the third Tuesday of the month to the third Wednesday at Red Man's Hall at 114 Paca Street.

Our president always likes to hear from some of our Brothers and he calls on Brother Harry Doyle, who gave an outline of his recent activities in which we are always interested. The meeting was closed and that's all for this month.

WM. A. EWALD.





## IN MEMORIAM



### E. J. Cunningham, L. U. No. 716

It is with the deepest sorrow and regret that we, the members of Local Union No. 716, of Houston, Texas, are called upon to pay our last tribute of respect to the memory of one of our members, Brother E. J. Cunningham, who has passed to the Great Beyond. Whereas while we deeply regret the sad occasion that deprives us of a true and loyal member, we humbly bow to the Divine Will; therefore be it

Resolved, That our charter be draped for a period of 30 days in due respect to his memory; and be it further

Resolved, That we, a union in brotherly love, extend our sympathy to those who remain to mourn his loss; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes and a copy sent to the International Office for publication in the official Journal.

DON KENARD,  
F. A. GOODSON,  
G. E. WOOD,  
C. L. BYRAM,  
Committee.

### Benjamin Koge, L. U. No. 697

It is with deep sorrow and regret that the members of Local Union No. 697, I. B. E. W., mourn the death of our Brother, Benjamin Koge; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days.

RAY F. ABBOTT,  
HOWARD E. SHEELEY,  
THOMAS W. VESSELY,  
Committee.

### Dan Rather, L. U. No. 66

Whereas the members of Local Union No. 66 deeply regret the sudden passing from our midst of our dear friend and Brother, Dan Rather; and

Whereas Local Union No. 66 cherishes the pleasant memories strewn by the long span of years in which we enjoyed his Brotherhood and fraternity; be it

Resolved, That in fond recollection of his good personality and character we, with the deepest of sorrow, sincerely sympathize with his relatives and many friends; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of Local Union No. 66 of the International Brotherhood of Electrical Workers, a copy published in our official publication, the Journal of Electrical Workers and Operators, and a copy sent to his bereaved family.

GEORGE W. DOUBRAISKY,  
GEO. M. HOUSTON,  
N. LINZZA.

### Charles Desrochers, L. U. No. 17

Whereas it has pleased the Almighty God, in His infinite wisdom, to take unto His bosom our beloved friend and Brother, Charles Desrochers; and

Whereas we, the members of Local Union No. 17, deeply mourn his passing and extend our heartfelt sympathy to his wife and family in this, their dark hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy be spread upon the minutes and a copy be sent to our official Journal for publication.

WM. I. SPECK,  
WM. FROST,  
SETH M. WHITE,  
Committee.

### John H. Schultz, L. U. No. 17

It is with deep sorrow and regret that the members of Local Union No. 17, I. B. E. W., mourn the death of our Brother, John H. Schultz; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days.

WM. I. SPECK,  
WM. FROST,  
SETH M. WHITE,  
Committee.

### George R. Sheldon, L. U. No. 226

The members of Local Union No. 226, I. B. E. W., regret being called on to record the passing of our Brother, George R. Sheldon, from our midst.

Whereas because he has been long and faithful a performer of his duties since the inception of this local, both as an officer and in the ranks; and

Whereas the wisdom and ability which he exercised in the affairs of the organization will be held in grateful remembrance; therefore be it

Resolved, That the sudden removal of his life from our midst leaves a vacancy and shadow that will be seriously felt by all who knew him; and be it further

Resolved, That with deep sympathy to the bereaved relatives of the deceased, we express our hope that even so great a loss to us may be compensated by Him that doeth all things well; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy sent to the publisher of the Journal of Electrical Workers and Operators, a copy spread on the minutes of this organization, and our charter draped for a period of 30 days.

B. W. DAVIS,  
F. H. PIERCE,  
C. A. MANS,  
Committee.

### William Sewell, L. U. No. 483

Together we move onward in life, side by side. But all too frequently a step is missing from the ranks, a face that we have known so well is seen no more. We must close up the gap and go forward, yet we go not alone. The memory of the one who has gone before remains with us; and

Whereas Local Union No. 483, of the International Brotherhood of Electrical Workers, has lost, in the passing of our Brother, a long-standing member and a staunch supporter of organized labor, whom we shall miss from our midst; therefore be it

Resolved, That we, in a spirit of Brotherly love, pay tribute to his memory by expressing our sorrow in his passing and extend to his family our deepest heartfelt sympathy in their hour of bereavement; and be it further

Resolved, That a copy of these resolutions be forwarded to his wife; a copy be spread upon the minutes and a copy be sent to the official Journal for publication.

RALPH R. THOMAS,  
Recording Secretary.

### LET US TALK "YOUR CASE" OVER

(Continued from page 445)

Age at Entering	Cost for Both Benefits
30-----	3.37 per month
35-----	4.45 " "

We, of course, are aware that those who want to find fault and belittle the activities of the organization will say that it is impossible to make this saving. Performances, however, speak for themselves. It can be done for the reason

that it is a co-operative movement. Second, the benefits are not operated for profit—there are no stockholders or policyholders' dividends to be paid—there are no large salaries for executives, as those administering the two above funds receive their salaries as officers of the Brotherhood and no part of their salaries is taken from these funds. The funds are separate and distinct.

The International Brotherhood of Electrical Workers has been in existence since 1891, and has always had some form of benefit, which has been improved from time to time until those now in existence, and to date the Brotherhood has never defaulted on any of its payments. We are a stable labor organization, interested in the welfare of all our members, always endeavoring to improve their conditions of employment, always watching legislation that might be harmful to members' or the industry's interests. We do everything humanly possible to improve the electrical industry and to raise its standards.

Don't be fooled by fly-by-night promises, or by extravagant claims. Workers are in a tough system. The revolution is not here now, nor is it just around the corner. It takes a stable, tried, tested, organization to live in a tough system. Invest your money and energy, your hopes and dreams in a stable organization, one that has lived through the crises of 40 years, has weathered this depression and is destined to live for years to come.

The International Brotherhood of Electrical Workers is big enough and flexible enough to house the talent and energies of all electrical workers. It is progressive, modern, social. It can serve the men of the industry ably.

### DEATH CLAIMS PAID OCTOBER 1-31, 1933

L. L.	Name	Amount
134	A. Lackenbach	\$125.00
17	A. G. Smith	825.00
3	O. Hartel	1,000.00
349	E. W. Noble	1,000.00
3	L. Enders	1,000.00
191	S. J. Laurence	1,000.00
9	John Lee	1,000.00
9	W. B. Sherwood	1,000.00
9	H. R. J. Lind	1,000.00
290	B. H. Reasor	475.00
3	J. T. Hyland	1,000.00
3	H. P. Anderson	1,000.00
226	G. R. Sheldon	1,000.00
483	Wm. Sewell	1,000.00
I. O.	L. J. Knight	1,000.00
17	C. B. Desrochers	825.00
40	C. L. Noiseau	1,000.00
734	John D. Ellett	825.00
I. O.	C. H. Wenzel	1,000.00
214	A. Helgeson	1,000.00
352	R. R. Scougale	1,000.00
134	Jas. Keenan	1,000.00
I. O.	J. C. Wheaton	1,000.00
58	L. W. Reding	650.00
333	A. J. Noel	1,000.00

Claims paid October 1 to October 31, 1933	\$22,725.00
Claims previously paid	3,151,586.10
Total	\$3,174,311.10



## A. F. OF L. REAFFIRMS STRIKE RIGHT

(Continued from page 451)

The new deal has given labor a new charter. Labor must recognize the responsibilities which come with this freedom. The first charge upon labor is that it abandon the philosophy of strife in its relations with employers. Industrial warfare can produce implacable hatreds and sow the seeds of depression. It can not work out the delicate economic adjustments which are necessary to prevent the complete crumbling of our high-powered economic society. It is tragic that workers who have endured so patiently during years of unalloyed misfortune should resort so largely to extreme methods after revival has begun, and when further revival depends upon the success of the program for co-operation.

The strike as a first resort is not prohibited by law; it is banned by common sense. If any individual rights remain, none is clearer than that of workmen simply to refrain from working, and at times this may be the only protest against intolerable wrongs. But the crucial point is that the strike is never more than a protest. It has no constructive force. It creates hundreds of new problems, but can not solve a single one. It should be used only as the very last resort.

Rt. Rev. Msgr. John A. Ryan, D.D.:

You recall what I said a few moments ago about the difficulty of paying the higher wages to make a larger output, which depend themselves upon larger sales, and at the same time the larger sales are not forthcoming unless a larger amount is given labor. It is not a simple matter at all, and the forbearance and reasonableness with which all classes deal with this will determine whether this NRA movement is going to succeed or fail.

Gen. Hugh S. Johnson, Administrator of the National Industrial Recovery Act:

It is an act of economic lunacy in a country such as this to let anything interfere with the power of our people to own and have and enjoy the maximum of their productive power. There is here every element of the greatest prosperity and human welfare the world has ever seen and the keys to it are two—confidence and balance. It is not a difficult problem—it is rather an easy one and again I say the secret of it lies in the basic principles of NRA—organization and control of both industry and labor—organization to the uttermost with such public controls as will create complete confidence in organization of both.

Sol Rosenblatt, Deputy Administrator, National Recovery Administration:

Minimum wages where a supply of men exceeds the demand for them, tend to become the maximum wages. Therefore, unless the minimum wages provide an adequate living wage for labor, we are bound to have strikes. This means in simple words that unless we not only pay labor a wage worthy of its hire but an adequate wage, we are merely adding to industrial unrest and thereby to economic waste.

Therefore, I say and submit to you that not only shall we fix a minimum wage which is adequate and which is a living wage, but we must also see to it that in fixing such minimum wage the standards which have been built up over a long period of years are not impaired or

destroyed. Capital owes that duty to labor, to the public, and to itself, in order to assure itself of industrial peace. Labor owes to itself the protection of the results of its collective bargaining, and more than that, must perform its duty in preserving the fruits of its collective efforts not only for its organized members but also for its unorganized members, and for the new men who are rapidly entering into these fields of endeavor to be put to work.

## MUCH BUSINESS TRANSACTED BY I. B. E. W. COUNCIL

(Continued from page 457)

L. U.	Member
3	Knefel, Charles
3	Leuenberger, Lewis
3	Wurm, William T.
3	Wyeth, Nathaniel D.
3	Whittlesey, Howard G.
9	Dykes, George
18	Neff, Sherman
38	Ault, Charles A.
45	Bittner, E. W.
52	Kafka, Nelson M.
66	Luckie, J. S.
83	Karns, Alexander
103	Boardman, Claude S.
103	Hurley, Joseph C.
103	Shannon, Richard H.
103	Mellet, Walter A.
103	Moore, John J.
106	Crowe, John
134	Bernard, Don L.
134	Forster, P. C.
134	Handley, J. M.
134	Larson, J.
134	May, John
134	McConnell, W. C.
134	Norris, Samuel
134	Peterson, Alfred
134	Bladon, George
193	Logan, Harry M.
212	King, E. A.
226	Everett, J. W.
230	Shapland, Frank
230	Widdowson, F. S.
267	Kjeldsen, Kjeld L.
344	Munnis, Jas. M.
501	Owens, Thos. J.

Applications on the following members were held over for further information:

L. U.	Member
134	Campbell, William
134	Roberts, Paul C.

It was moved and seconded that the International Secretary notify the above members of the action of the executive council. Motion was adopted.

The council considered the appeal of L. U. No. 20 for remission of per capita. It was moved and seconded that the request be denied. Motion carried.

The request of L. U. No. 773, of Windsor, Ont., for a loan of fifty dollars (\$50.00) was laid before the council. It was moved and seconded that the request be granted. Motion carried.

A letter from L. U. No. 613 commending the International Executive Council for its action in filling the position of International President was received and ordered filed.

A letter from L. U. No. 79 assuring the International Executive Council of their whole-hearted co-operation with the newly elected International President was received and ordered filed.

The chairman appointed G. C. Gadbois and J. L. McBride as auditing committee.

The appeal of Richard L. O'Hara for reinstatement was placed before the council. It was moved and seconded that he be instructed as to the proper procedure for his affiliation with the Brotherhood. Motion was adopted.

It was moved and seconded that the chairman and secretary endorse the letter of the International Secretary to the American Security and Trust Company under date of April 14, 1933. Motion carried.

There were presented to the Council a letter from Gene Gaillac, of Local Union No. 595, and a telegram from J. McKnight, of Local Union No. 6, requesting the Council to grant L. M. Antley his continuous standing for the period that he was out of the Brotherhood. Brother Albert E. Cohn, of Local Union No. 6, personally appeared before the council in behalf of Brother Antley with reference to the lapse in his standing. The executive council, after considering the matter concurred in their action in 1932 which was that the council found there was no provision in the Constitution granting them such authority. It is therefore impossible for the council to grant the request.

The auditing committee reported that they had gone over the certified audit of the funds of the Brotherhood as made by Auditor W. B. Whitlock and found the report correct. The report covered the period from January 1 to June 30 1933. It was moved and seconded that the report be accepted. Motion was adopted.

The council considered the appeal of John J. Young, Jr., against the decision of International President Tracy. After reviewing the facts in the case, it was moved and seconded that the decision of the International President be sustained. Motion was adopted.

The council considered the appeal of Local Union No. 309 against the decision of former International President Broach. Upon reviewing the facts in the case, it was moved and seconded that the case be referred to International President Tracy for further investigation. Motion was adopted.

The appeal of R. M. Norwood against the decision of former International President Broach was considered. After reviewing the facts in the case, it was moved and seconded that the decision of the International President be sustained. Motion was adopted.

The council considered the appeal of A. Schading for reopening his case. It was moved and seconded that the International Secretary communicate with Local Union No. 1 advising that the appeal was before the council and requesting any information that might be helpful to the council in determining the proper disposition of the case. Motion was adopted.

The appeal of Local Union No. 20 against the decision of former International President Broach on jurisdiction between Local Union No. 20 and Local Union No. 3 was taken up for consideration. After reviewing all of the facts in the case and hearing Joseph V. Lamantia, business representative of Local Union No. 20, and Dominick F. Paduana, member of Local Union No. 20, it was moved and seconded that the appeal of Local Union No. 20 be sustained and that the decision of Special Interna-



tional Representative E. D. Bieretz, under date of July 16, 1931, on the subject matter be the proper decision for those local unions to govern themselves by. It was further ordered that so much misunderstanding having occurred while the above appeal was waiting for review, any fines or assessments levied by either local union on each other's members for violation of jurisdiction as covered in the question at issue, are hereby annulled, each local union to be notified of this action. Motion was adopted.

Communication from International President D. W. Tracy was received which read as follows:

"October 3, 1933.

"International Executive Council,  
International Brotherhood of Electrical Workers,  
1200 15th St. N. W.,  
Washington, D. C.

"Dear Sirs and Brothers:  
"I am herewith submitting for your action and consideration the name of Organizer W. L. Ingram to succeed me as International Vice President of the Seventh District.

"Awaiting favorable action in reply, I am

"Fraternally yours,  
(Signed) D. W. TRACY,  
International President."

It was moved and seconded that the above action of the International President be concurred in. Motion was adopted.

The council discussed with the officers of the Brotherhood the general condition of the organization with reference to finances, its operation under the emergency National Recovery Act and the organizing of the unorganized electrical workers coming properly under the jurisdiction of the Brotherhood. It was moved and seconded that the actions of the officers in the above matters as discussed be approved and that they be left in the officers' hands to be carried out. Motion was adopted.

There being no further business before the council, the council adjourned.

M. P. GORDAN,  
Secretary.

## DIALS DOCK WORKING FORCE: PROFITS GOOD

(Continued from page 453)

middle of 1930 employment conditions in this city were extremely good," and the usual labor turnover successfully effected the change from permanent employees to those hired on a temporary basis. Unfortunately the figures for 1927 are not present, to show how many permanent employees there were at that time who were gradually replaced by temporary ones.

During the last six months before the changeover the company did not wish to hire inexperienced girls for replacements with the resultant expense of training them, so extra help was recruited from former employees, mostly married; and a group of 91 experienced operators were brought in from other cities during the last few months before the change was made.

On July 14, 1930, the entire city was cut over. Records of the following January show that less than half the operators employed in January, 1929, were still employed. The number had dropped from 547 to 249. Of those displaced, 224 were rated as temporary, or occasional; 84 were from the ranks of the "permanent" force.

Telephone companies, when recruiting

operators, generally have stressed the point that jobs, while not highly paid, are permanent. It is easy to understand that a company making the change from manual to dial would not like to have its customers growling that half of the permanent operating force had been thrown out of work, while at the same time these customers were in a state of nervous irritability with the difficulty of sticking their fingers into the right holes in the dial. It was therefore, better for "public relations" that those laid off should have the label of temporary. The result to the community was the same—about 300 jobs for young women in this city of 200,000 had been abolished in a year, and as it happened, this was a year when unemployment was beginning to be felt.

A partial record made of the employment history of the operators who were laid off indicates their difficulties in finding other work, with serious losses in income, due to lost time and smaller wages. The public, as well as the individual employees, bears the burden of technological changes. Three hundred jobs were lost in this community; the amount of money represented by this payroll had been removed from the city's business; whether these particular young women found jobs or not, the city was poorer by the loss of 300 jobs and the resulting income.

## Telephone Profits Do Not Suffer

What were the results to the telephone company?

The A. T. and T. Company, the holding company of the Bell Telephone System, characterized as "the nearest approach to an absolute monopoly in American commercial history," showed dividends well maintained during depression years. Balance sheets are tricky things—it takes a practiced hand to interpret them. But there is no doubt of the prosperous condition of the A. T. and T. in spite of the loss of many telephone customers. What is referred to as "more efficient operation" or "operating economies" has kept net profits from falling very low.

From the New York Times of March 6, 1931, we take this significant quotation:

"In a period of world-wide depression the Bell System, founded more than half a century ago by Alexander Graham Bell, established itself in 1930 as the first American company with recorded assets in excess of \$5,000,000,000, it was revealed yesterday in the annual report of the American Telephone and Telegraph Company."

The Financial Analysis Service, in its survey of the telephone company's business for the same period, declares that the dial system resulted in decreased operating costs per station. (Station is used to mean individual telephone connected for subscriber.)

In the same period there was a decrease of 39,702 in the number of workers employed by the Bell Telephone Company and its subsidiaries, the Western Electric Company and the Bell Telephone Laboratories.

## Western Electric Prospers

That the telephone company also made a profit on services, materials and devices it bought for installing dial systems from its own subsidiary, the Western Electric, is indicated by that company's earnings, which were, in 1930, \$20,297,612. A large part of this is profit from sales to the Bell Telephone Company.

What was the aftermath of this policy of replacing human operators with the dial system is indicated in a story from the New York Times of March 29, 1933, when the number of telephone subscribers had fallen to a low ebb:

"The New York Telephone Company has instituted a policy of seeking 'voluntary resignations' among more than 20,000 employees comprising its operating force, it was learned yesterday.

"The step was taken to forestall further wage cuts through additional part-time work or outright personnel reduction. \* \* \*

"The company has 9,000 more persons on its payroll than would be necessary if every one were on a full-time basis, it was pointed out. Turnover has fallen to less than one-fourth of normal and at the same time telephone usage has decreased, it was said." A systematic pressure was brought on employees to force "voluntary resignations," with the object of forcing one in 10 to relinquish his or her job.

Of course, unless telephone subscribers can be greatly increased, the full profitability of dial operation cannot be made effective. If the ratio of increase had continued in the indicated upward curve from 1929 and 1930 onward, there is no doubt that the telephone company's profits would have soared at an ever-increasing rate. The company's prospects now are dependent to a large extent on decrease in the unemployment which they have helped to create.

## AMERICA NEEDS NEW VISION— DREAMS

(Continued from page 447)

*And tend your fields alone; I plow no more.*  
*The weaver bade me spin the clothes I wore;*  
*The mason quit the wall above my head.*  
*Deserted so by all who warmed and fed*  
*And sheltered me, my heart was sad and sore,*  
*For seek what path I would, I heard the roar*  
*Of sullen lions; and the sky was lead.*  
*My eyes fell open, and I saw the sun.*  
*I heard a hundred hammers beat as one,*  
*The plowboy whistle, and the builder call:*  
*And then I knew my happiness—and then*  
*I felt my endless debt to other men.*  
*And since that morning I have loved them all.*

—Sully Prudhomme.

If a new republic is to be builded in America, it must come out of a new spirit:



*It is a vision waiting and unaware;  
And you must draw it down, O men of  
worth—  
Draw down the New Republic held in air,  
And make for it foundations on the  
earth.  
Some breathing of the visionary host  
Breaks fitfully along the world's  
advance;  
A passing glimmer touched New Eng-  
land's coast,  
A whisper of its passion came on  
France.  
Saint John beheld it as a great white  
throne,  
Above the ages wondrous and afar;  
Mazzini heard it as a bugle blown,  
And Shelley saw it as a steadfast star.  
The Lyric Seer beheld it as a feast,  
A great white table for the people  
spread;  
And there was knightly joy, with Christ  
the Priest  
And King of Labor sitting at the head.  
—Edwin Markham.*

This is no idle chatter. NRA has merely thrown into deep relief our deeply-ingrained individualism—our profound faults as a people. Unless these can be cured by new birth of idealism, of co-operation, we are lost. Out of this void must come a civilization.

#### ELECTRICAL WORK AT WORLD'S FAIR

(Continued from page 449)

He was right. Soon the operators swing the lights. Colors blend in the sky, and produce fantastic shapes and colors beyond imagination.

Here are Eddie Jones and Bob Brooks. Let's see what they have to say.

We ask, "What is the secret of your successful management of the electrical department of so large a project as a Century of Progress?"

The answer is, "Over 2,500 electricians were employed here during construction, and we now employ over 350 skilled electricians for maintenance. We have a large, smooth-running organization. All of the men in our organization thoroughly understand their business, but the main secret of our success was complete co-operation with the various departments and the fact that we are able to deal on an equitable and common sense basis with the representatives of the Century of Progress, likewise with the representative of the exhibitors and concessionaires."

Announcement made over the public address system. Let's listen. "There is a special directors' meeting being held in the Administration Building. All directors should attend."

This is a new field of activity, and sound was never before used on such a large scale.

It was the claim of A Century of Progress that any public official could be located in three minutes if he were on the fairgrounds. Lost children were found in a short time. A thief was caught trying to escape through the gates, 20 minutes after the theft had been committed. No one on the fairgrounds was ever out of range of the voice which

directs the crowds. Just think! One man's voice directed 350,000 people with perfect ease, and the entire system proved its practicality. Music and special programs were also played over the system for the entertainment of visitors to the fair.

The 60 speaker poles of this public address system are 25 feet in height, and each is topped with a case containing a dynamic speaker. An audio amplifier is located at the base of each pole. The poles are located along all thoroughfares and are about 300 feet apart. The speakers are fed from the public address section of the Hall of Science where operators and announcers are on various shifts which cover the entire 24 hours of the day.

It was cool during these last few weeks of the fair. Let's look at the largest thermometer in the world—21 stories in height. It indicates 60 degrees, and can be seen for over a mile. Sixty neon tubes, each two feet in length, are controlled by thermostatic switches which are operated by changes in temperature. The bulb at the base of the thermometer is also a neon lamp six feet in diameter. It would take hours for mercury to respond to sudden changes in temperature in a thermometer of this size, and the action of the Havolene thermometer is one of the interesting sights of the fair.

Engineers and electricians from all over the world were attracted by the electrical group.

Here was where we saw sound and heard light. Here was where the proverbial farmer was in order. He could blow out the electric light.

Lightning was made! A lightning arrester 35 feet high controls 230,000 volts when released.

The photo-electric tube or electric eye is taking a big part in industry in safety devices. Here is a bank teller. The moment hands are placed inside the bars of the tellers' cage for dishonest purposes a beam of light that is innocently shining across the front of the teller's cage is blocked and a sheet of solid steel rises from the floor to protect the cashier.

Here we see the electric eye distinguishing colors and sorting black and white balls as they roll down a chute. The presence of smoke is detected, and here the lighting of a candle is prevented. Fans are turned on. The frequency of the invisible flicker of an ordinary light bulb is counted, and music that is being broadcast on a beam of light is picked up.

And here an electric train is started, stopped, moved forward and backward, taking its directions from nothing more than a command spoken into a microphone.

Here is a place where you can see what sound looks like. The cathode ray oscillograph shows sound in the form of light vibrations. And here a thyatron organ no bigger than a toy piano furnishes music with volume equal to that of the largest pipe organ.

Florescent paint with mercury vapor tube lighting will disclose three exposures to appear on one painting. A change of light will bring a change of posture and costume on the picture exhibited to the public.

Short wave radio tubes will create artificial fever in human beings within a short distance from them. This fact has been utilized, and now we have fever machines demonstrated for medicinal purposes, as in the "House of Magic." These are used to combat diseases where abnormal heat in the body is desired. This radio wave was demonstrated by popping corn in a glass that was surrounded by ice water. This same high frequency ray will melt steel without injury to the human body.

A wave of the lecturer's wand and the doors opened and closed, and you were out of the "House of Magic."

Other interesting exhibits of the General Electric Company and the Westinghouse Electric and Manufacturing Company were the incandescent lamps and the vapor lamps. The vapor lamp section had a floating opal ceiling of ever-changing colors illuminated by gas-conductor tubes. Different types of gases were used to produce the delicate colors that appeared and disappeared over the surface of the ceiling. The most efficient practical light, the sodium lamp, which produces four times as much light as the ordinary lamp, was demonstrated. And here the largest and smallest lamps in the world were on display.

The people of Chicago were strongly in favor of making A Century of Progress the playground of the country. There are rumors of it becoming a national exposition such as is successfully conducted each year in Toronto, Canada. There is much objection to tearing down a project which cost over \$30,000,000.

The advantages and new ideas that science and industry have been able to display to the public have been worth all the labor, efforts and study of all who have participated in the colossal undertaking, and honor is due to all those organized bodies who helped in the construction, management and maintenance of A Century of Progress—Chicago's dream come true.

#### MARCONI PRAISES FAIR'S ADDRESS SYSTEM

(Continued from page 448)

properly to function under any and all conditions has been definitely settled during the past five months. The use of this principle enabled us to get away from some of the difficulties inherent to the diaphragm type, as the sound waves pass through this microphone with no distortion due to pressure doubling or cavity resonance. All microphones used for musical reproductions, either pick up or studio, were of this type and have held up under rough usage and poor weather conditions in a way to convince the most skeptical.

Many of you having visited the fair have probably been seated in the court of the Hall of Science and heard the voice of the Century of Progress as it came from the tower and may have marveled at its clarity and volume. To obtain volume at this particular point, which served a court capable of seating 15,000 or 20,000 persons, it was necessary to locate 16 speakers 60 feet above the third floor level in the tower, the usual procedure of one amplifier for each pair of speakers being adhered to, and the level being controlled from the central control room in the Hall of Science. This group can be served with any type of program as desired. In addition, the speaker equipment in the tower played an important part in what was known as the Arcturus ceremony, where a repetition of the program used on the opening night, May 27, was held every evening at sundown. The voice of the speaker, talking from the rostrum above the court of Hall of Science, was put out over these speakers to serve the crowd gathered there to witness the nightly lighting of the fair by means of a beam of light from the star Arcturus



picked up at certain observatories, and then sent via telegraph to control board at fair to automatically put into operation, search light located on top of the tower of Hall of Science, which as it played upon the various buildings, actuated a photo electric cell which in turn operated a relay connected with switch apparatus in transformer vaults of various buildings, the operating and maintenance of the photo electric apparatus, as used above came under jurisdiction of the sound department.

#### Good Agreement Existed

During the summer, the public address system was in almost continuous use from 9 a. m. to 11 p. m., daily, being used not only for entertainment but also for paging, doctors calls and many other emergency uses.

In conclusion, let me say that it is to the credit of the members of Local No. 134, who were a part of this public address system, that they were able to satisfactorily maintain and operate under all conditions a class of work that even under ideal conditions must be handled with skill, not only technically but with tact in dealing with the public. And finally, may I add a word of praise to those of our business representatives, M. J. Boyle and Robert P. Brooks, who drafted and put into effect the splendid working agreement between Local No. 134 and the Century of Progress Corp., and which has worked out so admirably during the past five months?

#### TECHNICAL TOUR OF THE HOLLYWOOD STUDIOS

(Continued from page 454)

luminous gas, but it is the first one to so control these gases that they may be used for illuminating purposes. Plain carbons have always given some kind of a crater in the positive electrode, so that two of the elements are old in the art of illumination. The feature of the high intensity arc is the combination of luminous gas within a deep crater in which it (the gas) is momentarily confined and thus stabilized in space and emission of light.

The component parts of the high intensity arc are: 1. The arc stream—the violet stream of carbon gas extending from the negative to within several mm. of the plane of the crater. 2. Crater gas—the light-giving gas contained within and adjacent to the crater on the end of the positive electrode. 3. Flame—the jet of gas formed by combining of the gas streams from the negative and crater.

#### Carbon Speeds and Arc Voltage

Regarding the speed of the 150-amp. positive carbon, the speed of rotation is set at 16 revolutions per minute and it is not found that the light is influenced greatly by a change of speed in revolutions two or three either way. The 75-amp. arc is set at 12 revolutions per minute and it is estimated that the quantity of light will not be greatly changed by lowering the speed, say, eight revolutions per minute.

The proper voltage for the 150-amp.

arc is usually set between 75 and 80 volts at the arc. It may be increased to 85 or 90 in which case there will be a small increase of light but the arc will become unstable. You gain some light value but you lose stability. It is an engineering choice as to where to stop, but it is their belief that 75 to 80 volts is the most stable and best all-around voltage.

#### The Proper Position of the Carbons

Two sizes of carbons are used in each lamp; these vary with the different ampere lamps used.

For lower currents the positive carbon should not project as far into the negative flame, or it may even be out and still produce satisfactory results. The operator should not use other carbons or combinations than those recommended by the manufacturers and expect the lamp operation to be satisfactory. Lamps are designed to feed properly with given carbons and within certain ranges.

#### Composition of Carbons

The shell of the carbons is very hard and brittle and requires care in handling; the Brinell tests show that they are as hard as mild steel. The cores are heavily loaded fluorides of Cerium and Thorium. These salts are used because of their selective radiation and under electrical conditions are extremely effective light radiators. The core of the negative (as is also the core of the positive) and the size is considerably smaller than that of the positive, and for studio use is coated with either copper or an alloy, this is to prevent penciling and it also makes it a better conductor of current. The carbon gas generated is given off at a high velocity. This is a vital feature, for the proper maintenance of the arc depends upon the strength and stability of the streams of carbon gas to prevent flickers. Care must be taken in adjusting the electrodes of the arc because the light source is the small volume of gas contained within the crater; the light is dim or bright according as the crater is full or empty; the steadiness of the light depends on the freedom from turmoil in the gas. The crater gas has the highest brilliancy; the flame is next, being composed in part of crater gas. The arc stream is the lowest being identical with the arc stream from a plain carbon electrode. In comparing the H. I. arc with plain carbon arcs and with the incandescent lighting the H. I. arc is without peer and almost without competition, as is seen by the following table:

The beam candlepower of the H. I. arc is 850 bcp. per sq. mm. of crater surface. The beam candlepower of the plain carbon arc is 13 bcp. of crater surface, while the crimped ribbon filament of tungsten is only 35 bcp. per sq. mm. of filament surface.

In using a 24-inch mirror behind a 150 amp. arc the beam candlepower is increased to 150,000,000, while a 60-inch mirror develops 750,000,000 bcp. It is theoretically to boost this to over 1,000,000,000. All studio spotlight

equipment is through condensers, which may decrease or increase the bcp. depending upon the accuracy and clearness of the lens. For a long time after the inception of the incandescent lamp in motion picture photography arc lamps were frowned upon as being noisy and rather difficult to mix, but that period is past and arc lamps are being used more and more.

#### BUILDING TRADES UNIONS OPPOSE CABAL

(Continued from page 441)

but \$3.60 per day, which is insufficient to properly take care of his needs in this city.

In view of the above, therefore, and most particularly to fix a rate in line with the pronouncement already made by the federal authorities of \$1.20 minimum for skilled workers we most respectfully ask that this matter be given serious consideration and that the rate of 60 cents as now proposed in the electrical code be raised to a point corresponding with the above referred to governmental pronouncement of \$1.20 minimum.

At the present time, due to lack of new building projects which are controlled by the unions the only opportunity for a contractor employing union mechanics is on alteration and repair work which is not controlled by the unions and the low rate of the non-union contractor has reduced this possibility to a minimum so that less than 20 per cent of the union membership are now at work with the number constantly decreasing as the few new building projects are completed.

A failure to so act and the approval of the low rate now proposed in the electrical code will tend to break down the standard of living heretofore enjoyed by the union electrical worker. It is our objective to bring the non-union worker up to this standard or at least to the point already announced which would still leave him 20 cents per hour less in receipts than that of the recognized union rate of today.

Very truly yours,

(Signed) JOHN L. FLAGG,

President.

Electrical Contractors' Association.

#### CONGRESS ASKED TO PROBE TELEPHONE ACCOUNTS

(Continued from page 452)

opinion of the American Federation of Labor that the American Telephone and Telegraph Company and Associated Companies be subjected to the closest public scrutiny by means of a Congressional investigation of inclusive scope, and the necessary Congressional legislation be enacted to prevent the abuses and impositions on the public by the operations of the American Telephone and Telegraph Company; and be it further

Resolved, That the securing of such investigation by Congress and the passage of such legislation be made parts of the major legislative program of the American Federation of Labor.



## CHANCES FOR FASCISM NOT SO REMOTE

(Continued from page 450)

earners of the present party system in the United States (a system to which, in substance, the American Federation of Labor gives its adherence), it is evident that the two old parties are not financed by working people—at least, not directly. Big business men, together with those who crave political office, advance the millions of dollars necessary to carry on the various election campaigns. What this method of financing our political procedure signifies in its ultimate effects upon the reality of the "Demo-Liberal conception" would require too much space for adequate treatment. However, it may be asserted that this method of paying for election campaigns lends considerable support to Mr. Gerard's view that the "real rulers of America" comprise a rather closely knit group of captains (or dictators?) of industry.

The train of thought we have been following is calculated to bring one to a question which is not new but which continues to have great importance: How can the masses of people attain effective political democracy in the face of the existing tremendous concentration of wealth and income? Does not this economic power, in the last analysis, necessarily carry with it political power?

The factors outlined above make it appear, then, that Mussolini's statement, while not giving sufficient weight to certain features of our governmental machinery, nevertheless contains plenty of food for thought. But all of this may seem to have little bearing on the questions: What is Fascism? Do we have it? Do we want it? However, even this summary analysis of the realities back of such a phrase as the "Demo-Liberal conception" should throw some light on these three questions—especially on the second one.

In regard to the first question, it may be stated that Fascism is an unconcealed dictatorial support of business by government that is designed to save the institution of capitalist economy from being replaced with those of a collectivist nature. This description implies certain things. First, it means that all democratic pretenses are mercilessly destroyed. Even a limited freedom of speech and of press together with a system which embodies more than one political party are condemned and abolished on the theory that they are sources of discord, inefficiency and national weakness. Second, clearly the conception of Fascism is opposed to the older view that government should confine itself to very limited activities. In fact, under Fascism "private" business and government are so interwoven as to become virtually one and the same.

Third, Fascism evidently develops into a powerful movement only when existing economic institutions are operating so poorly as to cause such misery

among the working class that a strong mass movement arises among wage earners which seeks to abolish the individualistic system of private ownership in basic industries and to put in its place a collectivist economy. That is, Fascism obtains importance as a conscious movement only *after* wage earners and farmers in large numbers have become completely disillusioned with the working of industry under capitalist auspices. Then a way is sought by these opponents of big business to acquire control over industry in order to enable them to carry through collectivization, which, as they conceive it, will be for the benefit of all society.

### Middle Class Positions Stated

Further brief explanation may be desirable regarding the origins of Fascism. In the most recent outstanding example, Germany, there were millions of the middle class, including many of the peasantry, who had suffered severely because of the war, inflation and the economic handicaps placed upon Germany by the Allies. These millions were critical of big business which in one way or another was considered responsible for their partial impoverishment (for the most part they had not suffered as much as the wage earners). At the same time, because the middle class had been trained in the view that the institution of private property is of benefit to people of moderate means, it was frightened by a working class movement which frankly revealed its purpose of eliminating private ownership and control of basic industries. In addition, the middle class in large numbers became disgusted with the parliamentary system which generated many parties and was largely impotent to remedy economic evils. One party which especially brought forth contempt from numerous persons was the Social Democratic Party which, while professing to be against capitalism, in reality entered into coalition with avowedly capitalist parties and stood for a mild program which was advocated by a vacillating leadership.

Contemporaneously, moreover, the Communist Party was growing stronger and was recognized as a real threat to the existing domination of industry. Capitalists, aware of this threat, more or less secretly financed the Hitler movement. And this movement, while indulging in anti-capitalist phraseology, regarded its real enemy and rival as the "Marxians." It must also be pointed out that the Nazi movement in Germany won to its support a not inconsiderable number of working people. This is ascribed by some to the spectacular and lavish Nazi propaganda with which the workers were bombarded. Others explain such working class support as Hitler obtained by the timidity and ineptitude of the Social Democrats in office: if this was "Marxism," some workers concluded, we want no more of it.

### What Jews Did Hitler Abuse?

Much more could be said about what Fascism is. But it can only be stated further that Fascism has certain variations from nation to nation. In Germany, unlike Italian practice, the Jews as well as the Marxists have come in for attack. But it is notable that the Jews persecuted who are not wage earners have been largely confined to those of the small business class and the professions—that is, people of relatively modest means who were regarded as rivals by their middle class "Nordic" competitors. A group particularly obnoxious to the Nazis comprises writers and artists who had declared their open opposition to Fascism; if one of these happened also to be a Jew, of course his sin was doubly obnoxious. We have yet to learn of a leading Jewish banker or industrialist suffering physical injury, experiencing a boycott or being sent to a concentration camp. As a matter of fact, some of them, along with their Nordic "competitors", were the chief financial backers of Hitler.

The discussion of what Fascism is should have made clear that we do not now have it in the United States. We do not have it if for no other reason than because the breakdown of capitalism here has not been sufficiently complete or prolonged to induce the formation of a mass working class movement which seeks to do away with capitalism altogether, as a result of the conviction that only by this drastic act can unbearable conditions be remedied.

Nonetheless, tendencies can be observed which indicate that Fascism *might* become a live issue in the United States. There are certain organizations which openly sponsor a Fascist program. It is significant that one of the groups to which would-be Fascist leaders go for support is the ex-service men, many of whom without doubt feel that their effort to make "the world safe for democracy" has been shabbily rewarded. Again, one can easily detect a certain intolerance toward opposition to the NRA, which is possibly best exemplified in newspaper editorials. The press reflects not only a strong dissatisfaction with Congress but also with all legislative deliberations: "What we need is action." And, reminding of war days and after, is disposition toward a strong intolerance of efforts by unions to exert pressure on employers to grant concessions more generous than the minimum provisions of codes. To more than one newspaper such union pressure partakes of "opposition to the government." It ought to be clear that few employers will of their own choosing pay much above the code figures. And it ought to be equally clear that unless unions have the strength to obtain additional large concessions the professed purpose of the codes to greatly increase purchasing power will be defeated.

### Is Democracy a Hollow Sham?

Closely associated with the considerations just discussed is the view expressed earlier: that the economic forces operating in present-day society result in a very imperfect realization of democracy. Whether the practical result is a fiction which makes of democracy a hollow sham, is a question upon which each person will make up his own mind. Certainly, however, while such democratic traditions as freedom of speech and the press are far from ideally attained in many communities (recall the company mill towns of the south, the tyranny exercised in many coal mining regions and the readiness of the police and injunction judges in many localities to take sides against laboring people) it remains a fact



that there are many other communities where conditions in these respects are much superior to the handicaps experienced by workers throughout Germany and Italy who are opposed to Fascism.

Full-fledged Fascism involves everywhere a consistent, systematic and ruthless effort to suppress all groups which will not join in the goosestep prescribed by the authorities. Fascism also fosters a mystical glorification of war. This represents an attempt to solidify national energies and to obliterate internal class differences. And this in turn represents an attempt to distract attention from the sources of discontent within a nation and to instead shift responsibility for internal hardships upon the diabolical foreign "enemy." More concretely, this belligerent patriotism is intended to prepare wage earners and farmers—who necessarily supply the bulk of the personnel in the military machine—to be ready to attack unitedly and fervently (always in the name of "defense") any rival nations the Fascist rulers believe they can defeat. In the meantime, some group such as the Jews (in the United States the victims might be the Negroes or/and any immigrants who still reveal an accent in their speech—recall the Ku Klux Klan) may be convenient scapegoats for venting spleen and thus serve to divert attention from the real sources of economic distress.

For the present it may be confidently asserted that we do not have these manifestations of militarism and persecution in anything like the virulence in which they exist in Germany. But to one whose eyes are open it is also necessary to acknowledge that seeds of super-militarism and race hatred exist which are potentially fraught, especially for the working class, with tragic consequences.

#### Gradualism May Bring Fascism

Worthy of attention in this regard is a view set forth by John Strachey in his much-discussed book, "The Coming Struggle for Power." Mr. Strachey argues that Fascism need not come into power exclusively through some act of force and with a consciously worked-out philosophy which attacks democracy. Thus, Mussolini's march on Rome and such a drastic maneuver as the burning of the Reichstag building (now generally assigned by foreign correspondents in Germany to the Nazis) which was designed to frighten the public into voting for Nazis, are not the sole means for Fascism to seize power. Besides such methods there can take place a more gradual and less spectacular conquest of power by a group which, while not out and out professing Fascist principles, step by step, under the stress of "emergency", gathers to itself powers which when finally consolidated amount, in the real sense of the term, to a Fascist dictatorship. Whether or not one can accept certain other views of Strachey, this interpretation appears to be entirely plausible.

It is doubtless fear of a procedure like that just described which has made some individuals intensely concerned about the recent drift of policy and psychology in the United States. They evidently are afraid that even with the best of intentions on the part of President Roosevelt and the well-meaning "brain trustees", the present program of persuasion and publicity may fall measurably short of its objective of restoring "good times." Then capitalism, it is thought, would be confronted with such a critical condition that it would employ to its advantage through the government the concentrated emergency powers that Congress has so generously conferred on the

executive branch. And the primary fear of these individuals concerns how labor might fare in such an "emergency."

In the light of the above interpretation it is clear how the present writer would answer the question: "Do we want Fascism?" If by "we" is meant the 123,000,000 of us, it may be stated that under certain conditions some of "us" would want Fascism. But unless millions are propagandized into desiring something which will be opposed to their own interests, the "us" will not include many of those of small means—in which classification most of us belong. With all of the shortcomings and semi-fictional nature of democracy, it still remains for the masses preferably to an out-and-out Fascist dictatorship. If in the course of time the practical choice narrows to the kind of dictatorship, the wage-earning population is likely to prefer its own brand of dictatorship rather than a Fascist one which acts as an agency of the vast corporations.

#### What Living Standard, Please

Not without significance was the circumstance that numerous Americans (particularly before the depression) have returned from Italy with glowing accounts of Mussolini's accomplishments. It will doubtless be recalled that most of these admiring Americans have been business men, together with a quota of writers who contribute largely to business men's publications. Upon returning to the United States, in interviews with newspaper reporters and in magazine articles these "authorities" were lavish in their praise of the "order" and "industry" so much in evidence in Italy. But little attention was devoted to such vital matters as the living standards of workers, their wages, and to the fact that they were not legally permitted to organize into independent unions exercising the right to strike. Undoubtedly in Italy during those years of relative "prosperity" certain accomplishments were effected—as also happened in non-Fascist Germany and in the United States. But the gains under Fascism took place at a human cost and under a type of autocratic "control" which American workers would keenly resent and, from the observations of competent outsiders, were and are also keenly resented by large numbers of Italian workers. Note, further, that Italy by no means escaped the impact of the world depression—this in spite of nearly a decade in which the wonder man Mussolini had to strive (under favorable conditions) for his ideal of national self-sufficiency. Moreover, the very fact that large scale capitalistic industry does not play as important a role in Italy as with other leading nations aided Italy in avoiding the worst consequences of the collapse in world trade. But, even so, Italy has suffered considerably more unemployment than her non-Fascist neighbor, France, which is at least as much if not more industrialized.

Fascism in Germany, it might be contended, has not had a long enough time to pull the nation out of its sad economic plight and that the terror is only a passing phase. Yet it is surely important that during the months the Nazis have been in control, several of the leading economic indexes show retrogression rather than improvement. (For labor it is highly significant that the yield from the taxes on wages—the tax, incidentally, begins at a very low weekly wage—has fallen off during the past few months. This indicates either increased unemployment or reduced wage rates—or both.) Again, competent foreign

newspaper correspondents (of whom 12 have been expelled since last March) report that the terror has been intensified rather than relaxed.

Finally, sight should never be lost of the fact that Fascism with its ideal of the "totalitarian state" stands for a permanent dictatorship. There is contemplated no return at any time, either in the near or distant future, to even a partial democracy with limited freedom of press, speech and assemblage. When this last feature of Fascism is fully understood, it may be confidently predicted that the substantial majority of Americans—certainly of American wage earners—will be anxious to struggle against any Fascist movement that may develop.

#### ELECTRICAL AGE COMES TO HOLLYWOOD

(Continued from page 455)

veloped in the laboratory, dried on electrically-operated drums, and given its finishing touch by an electric polisher. Making prints from the negative involves the same steps, with every operation handled by electrical machinery. Even transferring the film from one part of the laboratory to another, and the finished print to the cutting room is done by electricity, an electric dumbwaiter being used. Spliced together by an electrically operated splicer, wound and rewound by electrical force, the film on reels is sent to the projection room to be exhibited on projection machines lighted and powered by electricity. A scene reveals the film editor, or laboratory chief advising the production office over the electric interphone, and making a memorandum on the electric dictating machine.

Two types of locations are scheduled for the picture: one the taking of two or three short scenes outside the studio required the use of the small sound recording unit which is powered with batteries, for the lighting a small gas-generator set was used. Another trip calls for the large sound truck and the motor-generator set.

These modern sound trucks are interesting even to the layman. With their generator units they may be taken on location and will be self-maintaining, away from other sources of electricity, for months.

Following the picture through to its conclusion, one may note the constant repetition of operations requiring electric energy for its light or power, from the building of the set to the exhibition of the finished picture.

#### Production Leaps at Paramount

The production boom at the Paramount Studio during the month of August reveals that employment records, and electrical consumption were greater than at any time during the 21 years' history of the company. The employment of electricians (operators who operate the hundreds of lights used) is regarded as an accurate barometer of production activities. During the peak month of 1931 350,000 K. W. hours were consumed. The new record is 746,000 K. W. hours; 586,300 K. W.



hours were used at the studio, while 159,000 were used on locations away from the studio. The normal crew is about 150 men, this record being broken by the employing of 205 men.

On the 1st of September Paramount began to operate on the temporary NRA code. The rigging shift, of which there were two crews of 15 to 20 men each, was increased to three of 15 to 20 men, each crew working a six-hour shift. Men operating on the sets and in the shops, etc., are being called on a six-hour shift with a maximum of 36 hours for the week. Hourly salary has been raised from \$1.03 and up to \$1.16 2-3 and up. The normal crew has been increased to 280 men and although conditions are just a little upset at present, due to the change in call system and limitation of hours, we all feel that they will right themselves rapidly.

As to the production activities it is well to note that the following pictures have been finished and are scheduled for release in the near future: "I'm No Angel," starring Mae West; "Tillie and Gus," with W. C. Fields and Allison Skipworth; "The Way to Love," featuring Maurice Chevalier; "Duck Soup," by the Four Marx Brothers; "White Woman," with Carole Lombard; "The Cradle Song," with Dorothea Wieck; and the all-star feature, "Design For Living," with Miriam Hopkins, Gary Cooper, Frederick March and Edward Everett Horton.

#### BULLETIN OF THE I. B. E. W. RADIO DIVISION

(Continued from page 456)

##### Swift Communication Wanted

The New York group is interested in establishing a system of fast and reliable communication between all of our local divisions of radio men. In every group throughout the country there are at least three or four active amateurs. We invite them to write to Roger Cheche, 1905 Boulevard, Jersey City, N. J., or to contact him on the air. The following information applies to his station. Power 500 watts, frequencies 3,590, 7,180, mostly 3,590. On the air every Friday night from 7 to midnight. Open for other schedules. Comet Pro receiver. Call letters W2BZW. Or contact John Turrini, 158 Eighth Avenue, New York City, call W2BWK, 250 watts C. W., appx. 7150. On the air Monday all day and Tuesday and Thursday from 7 p. m. to midnight. Furnish similar information on your station. Many occasions will arise when such a system would be invaluable. New York is interested in what other groups are doing. We already have the nucleus of a fine communication system. Let's develop it.

The I. B. E. W. Radio Division has been in existence since 1926 starting in Local No. 1 in St. Louis. Agreements have been in force in that city continuously since that date, with a \$60 a week minimum. Local units are functioning

in Chicago, New York, Cleveland, Birmingham and other cities in co-operation with local unions in those cities. One International Office representative, Mr. Thomas R. McLean, formerly chief engineer of KMOX, supervises all radio activities and travels all over the country. One representative is in the New York territory and is paid by Local No. 3. Radio men in other locals usually elect their own chairman, conduct their own meetings and handle their affairs under supervision and with the assistance of local union officials. We strongly urge those units which have not already done so to get such meetings started at once. Get your men together once or twice a month, elect a chairman, appoint committees to work out your own problems, get publicity in your local press, formulate your working rules and trade agreements in conjunction with local union officials, appoint a press secretary and keep other radio divisions informed of your progress, get your amateur members to contact other I. B. E. W. radio men and generally get to know your fellow radio operator.

#### Big Plans in Making

The primary aim of our organization, of course, is to raise the standards of wages and working hours and condi-

tions. Secondly we want to institute a system of instruction that will keep the membership abreast of new developments in this constantly changing profession of ours. We want to encourage our members to progress. In fact, we will insist that they do and we will classify them according to their qualifications and desire to advance themselves technically. When we sign an agreement with an employer and bind ourselves to furnish competent men, we want to be able to say we have the best men in the business.

The Radio Division of the I. B. E. W. in New York holds its meeting every second and fourth Fridays of the month at 12:30 a. m. Inquiries and communications should be addressed to Louis Jurgensen, Radio Representative, Local No. 3, I. B. E. W., 130 East 25th Street, New York City.

The I. B. E. W. put up a splendid fight for you at the code hearing in Washington. You owe it to the organization and to yourself to get your application in at once. We have demonstrated what organization can do and regardless of what we obtain through the code an organization is necessary to retain these benefits. We suspect there will be a lot of "chiseling" and you need your organization to make your fight against "chiselers" really effective.

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## LOCAL UNION OFFICIAL RECEIPTS FROM SEPTEMBER

11 TO OCTOBER 10, 1933

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
1. O.	59632 60859	52.	96751 96859	151.	108170 108364	268.	417537 417539	407.	618428 618439
1.	76208 76500	52.	348901 349900	152.	199370 199380	269.	87001 87018	408.	126751 126770
1.	132718 132722	52.	830000 830250	152.	779455 779478	269.	686210 686250	408.	149259 149260
1.	132857 132861	52.	831087 831092	153.	147961 147986	270.	86227 86233	408.	752981 753000
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2.	25281 25410	53.	202363 202364	155.	299941 299945	275.	912456 912479	411.	648386 648399
2.	144794 144795	54.	206997 207003	156.	907751 907764	276.	571851 571896	413.	833032 833097
3.	A-J, 2303-2328	54.	345593 345630	158.	218851 830903	278.	410900 410905	415.	143744 143746
3.	O-A, 3180-3254	55.	917176 917204	158.	830881 150185	280.	639457 639490	415.	936326 936337
3.	C-J, 118	56.	453635 453659	159.	150165 150185	281.	402318 402332	416.	91337 91354
3.	A-4-H, 141-142	57.	173136 173147	159.	156042 156091	284.	443209 443244	416.	194851 194851
3.	O, 20142	59.	128450 128462	161.	85447 85461	285.	642474 642481	417.	279617 279656
3.	X-G, 21407-22600	59.	938223 938300	163.	13039 13043	286.	634952 634961	421.	7541 7580
3.	X-G, 22801-23905	60.	835835 835865	163.	8382 8436	288.	790825 790854	424.	50084 50094
3.	X-G, 24001-24093	64.	6292 6299	164.	269261 269400	290.	5951 5956	426.	700667 700700
4.	39227 39233	64.	304634 304650	164.	812861 813143	291.	335861 335884	428.	938705 938720
4.	3726 3750	64.	363901 364073	167.	628980 628986	293.	72240 72251	429.	191809 191811
5.	84001 84750	64.	887557 887668	169.	631617 631625	295.	918054 918062	429.	885636 885657
6.	100561 100735	66.	799921 800112	173.	651729 651736	296.	653131 653140	430.	694386 694400
6.	141201 141229	68.	72191 72210	174.	628883 628887	298.	27092 27095	430.	942901 942909
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7.	711386 711507	69.	532933 532935	176.	335636 335682	300.	625231 625234	431.	193185 193194
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11.	45921 46101	80.	891362 891384	185.	867398 867451	305.	915687 915703	441.	939309 939333
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12.	801337 801350	83.	20846 20846	188.	432545 432614	307.	628604 628613	443.	893101 893114
14.	37203 37211	83.	80808 81000	190.	227856 227856	308.	379399 379423	446.	634131 634142
15.	864148 864159	83.	151501 151561	190.	637130 637147	309.	73105 73238	449.	910601 910609
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17.	50797 50798	86.	8014 8028	193.	152289 152382	311.	9828 9881	453.	54217 54226
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18.	133138 133149	86.	343651 343750	194.	161612 161678	319.	114711 114716	461.	864162 864192
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20.	301417 301418	90.	83251 83292	195.	147766 147790	324.	199988 199992	468.	666389 666393
20.	725733 725787	90.	726709 726750	196.	66273 66325	324.	633786 633798	470.	84470 84480
21.	253900 253917	94.	940205 940210	197.	584005 584020	325.	675588 675639	474.	716046 716093
22.	67029 67097	95.	640684 640695	200.	800878 800946	328.	648526 648291	479.	616906 616921
22.	361164 361243	96.	155845 155871	201.	18119 18125	329.	910077 910114	480.	7957 7964
25.	18371 18700	96.	682688 682765	203.	630706 630708	333.	5532 5621	481.	34224 34226
26.	32759 33153	98.	90358 90361	205.	174536 174551	335.	87697 87705	481.	123965 124070
26.	206496 206551	98.	322961 323081	205.	246152 246157	338.	908486 908505	483.	831929 832019
26.	6937 6995	98.	821683 822370	207.	688178 688181	339.	47251 47286	488.	30939 30942
26.	75652 75656	99.	203727 203748	208.	199667 199675	340.	99838 99911	488.	623334 623379
27.	869543 869556	99.	884049 884207	208.	884308 884339	341.	283883 283890	492.	113357 11401
28.	5632 5664	100.	108629 108645	209.	600401 600424	342.	644470 644488	493.	666790 666797
28.	48001 48012	101.	284479 284487	210.	9145 9204	343.	54565 54573	497.	204370 204380
28.	364659 364690	103.	16441 16447	212.	29200 29222	344.	51227 51240	500.	938421 938480
28.	826279 826500	103.	35375 36215	212.	49501 49596	345.	888021 888028	501.	15851 15997
30.	645699 645710	103.	126587 126590	212.	301651 301656	347.	38410 38440	501.	124259 124302
31.	218551 218580	103.	340261 340460	212.	809431 809773	347.	863104 863182	501.	337279 337407
31.	939906 939949	104.	42811 42995	212.	810542 810750	348.	64965 65087	502.	885311 885320
32.	627358 627361	105.	700146 700168	213.	46418 46434	349.	77148 77148	504.	813809 813817
33.	63177 63186	106.	919541 919571	213.	131277 131284	349.	335870 335919	507.	668206 668210
34.	60475 60489	107.	912134 912148	213.	580783 581164	349.	875679 875782	508.	429517 429532
34.	125271 125341	108.	890421 890442	214.	32391 32397	350.	1200 1200	509.	669172 669182
35.	310065 310076	109.	892401 892409	214.	45095 45096	350.	937501 937516	514.	762141 762150
35.	724405 724490	110.	78274 78415	214.	109699 109782	351.	197668 197679	515.	631735 631741
36.	657247 657271	110.	138785 138790	215.	652368 652400	352.	849185 849243	516.	82691 82693
37.	458764 458787	111.	915041 915050	217.	56313 56319	353.	98803 98857	517.	642134 642144
38.	25081 25180	113.	27963 27963	219.	913227 913231	353.	876461 876724	525.	642698 642733
38.	136545 136598	113.	655365 655404	222.	861270 861283	354.	656235 656252	526.	47374 47383
38.	332718 333150	114.	48233 48240	223.	12151 12220	356.	623432 623433	527.	636249 636263
38.	366151 367194	115.	86848 86861	224.	548553 548586	357.	53590 53592	528.	44443 44448
38.	730171 730500	116.	866438 866468	225.	654080 654080	363.	712034 712063	528.	111048 111082
38.	801751 802187	117.	917536 917559	226.	916671 916720	368.	638874 638903	530.	616101 616107
39.	6001 6078	120.	319073 319080	228.	78613 78614	369.	107251 107337	536.	77962 77968
39.	16249 16257	122.	28091 28170	228.	195307 195317	369.	203295 203296	537.	169372 169385
39.	722906 723006	122.	44705 44710	228.	889546 889578	370.	939601 939613	538.	18811 18826
40.	68858 69000	124.	160852 160856	230.	839064 839128	370.	649698 649700	538.	26449 26450
40.	68462 68857	124.	162829 163093	231.	913184 913187	371.	624436 624445	539.	908271 908280
40.	150001 150750	125.	70167 70593	232.	935471 935493	372.	914876 914928	540.	626013 626031
40.	155251 155445	127.	857397 857406	233.	74418 74490	373.	655852 655865	544.	42001 42067
40.	155251 155600	129.	304767 304790	233.	646084 646150	377.	29467 29472	544.	539977 540000
40.	156751 156815	129.	814660 814684	235.	886511 886515	377.	129751 129768	545.	913042 913082
40.	361932 362400	130.	77205 77250	237.	886271 886291	377.	546684 546750	548.	621094 621110
40.	360151 360374	130.	163501 163628	238.	621494 621521	379.	51556 51566	549.	11762 11763
40.	385651 385684	130.	363580 363900	240.	858152 858166	380.	643578 643585	549.	130417 130452
41.	12980 13247	130.	384151 384154	241.	113808 113830	382.	379991 380007	551.	66453 66462
41.	205561 205630	131.	933354 933381	243.	139076 139082	384.	28354 28358	552.	95637 95645
42.	629424 629431	133.	440789 440853	245.	826832 826920	389.	888368 888381	555.	899439 899450
43.	820330 820421	135.	658401 658411	246.	650495 650511	390.	50963 50984	556.	340048 340074
44.	61411 61417	136.	142 177	247.	318329 318354	393.	638371 638400	557.	49499 49500
45.	894301 894307	136.	222674 222737	252.	772042 772053	393.	943201 943205	557.	942601 942611
46.	293401 293590	137.	215920 215926	254.	43450 43461	394.	648988 649004	558.	621614 621628
46.	603213 603410	138.	701009 701052	255.	56731 56737	395.	613231 613232	559.	85895 85900
48.	71696 71840	139							



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	
569	783496	783579	691	908195	908211	886	281098	281127	416	91348.
570	16379	16387	694	547445	547487	890	706457	706459	426	700681.
571	32687	32696	695	914222	914237	892	637426	637439	453	53715.
574	28238		697	25786	25872	900	888905	888909	493	666796.
574	794672	794711	697	358411	358527	902	918731	918766	569	783577-578.
577	57307	57319	699	42254	42260	912	1102	1183	594	619796-799.
577	910295	910315	701	159040	159075	912	6108	6114	1101	940502-505.
580	52694	52703	702	114202	114495	914	170091	170106		
583	161717	161768	704	57905		915	75965	75967		
583	910992	911014	704	159751	159754	918	17842	17862		
585	246451	246452	704	212966	213000	918	221557			
585	618101	618111	707	7045	7049	922	21812	21816		
588	686655	686690	707	891031	891052	937	84027	84038		
591	634416	634427	709	89214	89220	937	672190	672201		
594	619776	619800	710	652569	652582	940	624169	624181		
595	110341	110496	711	22765	22811	948	31553	31565		
595	158416	158440	711	5146	5170	948	242140	242193		
596	440710	440721	714	657379	657385	948	751391	751482		
598	664661	664667	716	595031	595170	953	912664	912671		
599	932434	932451	717	4625	4683	956	83803	83808		
600	1773	1777	717	9818	9819	958	657448	657451		
601	931567	931587	719	825179	825206	963	38931	38942		
602	20794	20799	722	549949	549955	970	694598	694600		
602	934534	934546	723	742401	742447	971	443227	443232		
603	644740	644743	727	657682	657695	972	665255	665258		
607	78212	78234	728	66272	66282	978	74583	74587		
611	27066	27083	729	622574	622578	991	914432	914444		
613	43704	43732	731	934834	934849	995	939021	939059		
613	48885	49033	732	889827	889860	996	65208	65211		
617	795202	795227	734	82848	82853	1002	932238	932270		
619	630501	630510	734	10943	11089	1024	82536			
622	584710	584715	743	1561	1563	1024	682336	682394		
623	868701	868727	743	690294	690325	1025	649544	649551		
625	446081	446132	757	615862	615876	1029	629099	629094		
629	674623	674690	760	72573	72581	1032	932723	932732		
630	334853	334869	762	647211	647252	1036	157220			
631	559326	559362	763	635625	635646	1036	659860	659872		
632	648748	648769	772	702425	702428	1037	23461	23560		
636	553979	554018	773	13206		1047	697724	697748		
637	894601	894617	773	654726	654752	1054	37446	37452		
640	15002	15010	774	891615	891653	1057	482613	482619		
640	33343	33353	784	223654	223655	1072	858901	858907		
640	168001	168019	784	936046	936062	1086	21046	21079		
640	335221	335250	792	220052	220054	1087	19662	19663		
642	142424	142435	792	919243	919253	1091	636885	636900		
644	933059	933077	798	954913	954926	1091	941701	941703		
646	47553	47559	802	675697	675718	1095	531856	531883		
649	226071	226075	809	49693	49700	1099	645281	645300		
649	535231	535263	811	64652	64661	1101	341991	342000		
658	39516	39520	817	13749	14039	1101	940501	940506		
660	192721	192730	817	127770	127777	1118	887133	887156		
660	431048	431100	819	892203	892231	1135	64225	64247		
661	206147	206159	835	80342	80348	1135	647454	647462		
664	629317	629343	840	622955	622967	1141	21982	21986		
665	144093	144095	842	54908		1141	241551	241561		
665	658965	658984	842	624986	624991	1141	940812	940829		
666	16602	16687	850	746340	746343	1144	81407	81413		
668	74877	74887	854	721723	721745	1147	659649	659675		
669	241840	241846	855	4376	4383	1151	657944	657945		
670	176036	176042	857	4772	4788	1154	4579	4584		
673	663222	663230	858	886868	886899	1154	911835	911854		
676	83211	83216	862	650831	650839	1156	31536	31593		
677	874567	874580	863	907946	907956					
679	650258	650260	864	665894	665951					
680	706367	706372	865	10287						
683	16547	16578	865	684538	684586					
683	647084	647100	869	441251	441262					
683	895501	895515	870	671556	671587					
684	224873	224884	873	909377	909385					
684	684210	684236	874	643820	643821					
685	604119	604142	885	30649						
686	177513	177557	885	909234	909291					

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
886	281098	281127	416	91348.		426	700681.		
890	706457	706459	453	53715.		493	666796.		
892	637426	637439	569	783577-578.		594	619796-799.		
900	888905	888909	1101	940502-505.					
902	918731	918766							
912	1102	1183							
912	6108	6114							
914	170091	170106							
915	75965	75967							
918	17842	17862							
918	221557								
922	21812	21816							
937	84027	84038							
937	672190	672201							
940	624169	624181							
948	31553	31565							
948	242140	242193							
948	751391	751482							
953	912664	912671							
956	83803	83808							
958	657448	657451							
963	38931	38942							
970	694598	694600							
971	443227	443232							
972	665255	665258							
978	74583	74587							
991	914432	914444							
995	939021	939059							
996	65208	65211							
1002	932238	932270							
1024	82536								
1024	682336	682394							
1025	649544	649551							
1029	629099	629094							
1032	932723	932732							
1036	157220								
1036	659860	659872							
1037	23461	23560							
1047	697724	697748							
1054	37446	37452							
1057	482613	482619							
1072	858901	858907							
1086	21046	21079							
1087	19662	19663							
1091	636885	636900							
1091	941701	941703							
1095	531856	531883							
1099	645281	645300							
1101	341991	342000							
1101	940501	940506							
1118	887133	887156							
1135	64225	64247							
1135	647454	647462							
1141	21982	21986							
1141	241551	241561							
1141	940812	940829							
1144	81407	81413							
1147	659649	659675							
1151	657944	657945							
1154	4579	4584							
1154	911835	911854							
1156	31536	31593							

MISSING	
20	67710.
83	20845.
167	628981-985.
184	150926-928.
188	432542-844.
194	161674-700.
228	195304-306.

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20	67710.
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20	67710.
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188	432542-844.
194	161674-700.
228	195304-306.

MISSING	
20	67710.
83	20845.
167	628981-985.

## WOMAN'S WORK

(Continued from page 461)

dangerously low, such a menace to all wage standards, should be stabilized at a higher level. The low wages of unorganized labor, particularly women, serve as a drag against union wages. Even where a minimum wage is specified in a NRA code it sometimes takes a union organization to see that the workers actually receive that wage.

The unions are serving as the real enforcement agency for the NRA. There have already been strikes to enforce the wage and hour provisions of certain codes. While unorganized workers are afraid to complain to government agents for fear of losing their jobs, the union can speak with the voice of authority.

## Gains Being Made

The A. F. of L. and its affiliated unions are at present engaged in a great organization drive. From low depression levels the membership of the

Federation has climbed. Officials predicted that five million members will be on the rolls before January 1, 1934. The present total is well over four million. Every trade union is issuing new charters, welcoming new members.

Even the steel companies have had to bow before the NRA authority and grant concessions to the United Mine Workers looking toward union recognition in their subsidiary coal mines. According to the law employers must negotiate with the chosen representatives of their employees. Most workers realize that strong national or international trade unions can serve them to best advantage. What can a purely local group do against a powerful corporation? The old established union has had many years of experience in dealing with employers; it has a central organization, with organizers and representatives that it can send out to help the local unions; it has established methods of procedure; it has a treasury; it may have a research department, as

the electrical workers have, to obtain facts and marshal arguments for briefs.

Women, who have to spend the family money and get the best values they can for their money, have become "bargain hunters." Sometimes they let their enthusiasm for a bargain betray them into purchase of something they really don't need or want; but generally their eye for values is good. It is not logical to suppose that if their fear of the employer is removed, and if advantages of union membership are explained to them, that "they won't organize."

In case any one should feel that they do not get their money's worth in dues paid we would like to refer them to the article in the Journal this month entitled "Let Us Talk Your Case Over," by Secretary Bugnizet, which clearly shows the high return on union dues in insurance and pension benefits made by the Brotherhood.

A deformed body may have a beautiful soul.

## PREVIOUSLY LISTED MISSING—RECEIVED

233-746079-082.  
245-826857.  
292-67571-67590, 67721-67810, 792661-700.  
321-58426, 58497.  
474-716041-044.  
558-621604, 607.  
598-664655.  
711-5102, 5108, 5110, 5113, 5116-5120, 5123, 5126.  
850-746331-333 (Copy)  
940-217974-977.

## BLANK

43-820330.  
48-71847-71842.  
558-621607.



# ON EVERY JOB *There's a Laugh & Two*

The proofreader of this JOURNAL has had some mighty tough moments but he never struck a snag like this one, and we are very grateful to Brother Smoot for putting it on record.

## Tie This One If You Can

In correcting proof on the sentence, "Toandandare not the same parts of speech," the proofreader was at a loss how to indicate spacing. He, therefore, made the following notation on the proof sheet: "Use spacing between to and and, and and and and, and and are."

R. E. SMOOT,  
Local Union No. 46.

In so far as I know, the above use of "and" nine consecutive times is original.

R. E. S.

• • •

The curate announced:

"Next Tuesday there will be five couples joined in this church in holy matrimony, after which the church will be closed for a week for repairs."

• • •

## Esprit De Corps

Of all the poets over the land,\*

From Atlantic to Pacific shore,  
There's one we love who understands,  
The meaning of esprit de corps.

## Webster's Definition

[The spirit which binds one another  
In the same trade or profession;]  
So "help us to help each other,"  
Get out of this depression.

WALTER H. HENDRICK,  
International Office.

\*Meaning John Masterson.

• • •

## A Multiple Error

The colonel's wife of the 11th Hussars, stationed at Aldershot, England, sent the following note to Captain Green, of the same company:

"Colonel and Mrs. Brown request the pleasure of Captain Green's company to dinner on the 20th," and Captain Green's reply gave Mrs. Brown a great shock, as it read "With the exception of four men on leave and two men in the guard room, Captain Green's company take great pleasure in accepting your invitation."

M. J. BUTLER,  
Local Union No. 3.  
New York.

George Algar, of L. U. No. 58, Detroit, an old pal of whom we are very fond, sends in a large assortment of poetry and makes the unusual request that we let him have a page all by himself. Boy, what a lot of trouble we would get in if we did that!

The correspondents of this page  
Would shriek and roar and yell and rage,  
'Til the mail-cars would burn from spontaneous combustion;  
No, George, I'm afraid it's out of the question.

However, we are going to give it to our readers here and there and now and then until it's used up and then we'll call for more.



GEORGE  
ALGAR  
L. U. No. 58,  
Detroit

## End of a Perfect Day

Tain't no use of talking, I've turned out pretty bad;  
I've always had ambitions, ever since I was a lad.  
I thought I'd be a Pierpont Morgan or maybe Edison,  
But now that I am 45 I'm still just in the run.  
My head was always full of ideas I never set to work;  
I started often to work them out, but finished with a jerk.  
I sometimes tried and tried again, but all to no avail,  
Mostly 'cause the blasted thing was costing too much "kale".  
True, I've had lots of time for thought,  
But metals and machining jobs cannot be got for naught;  
But when we look at records of other men so great—  
Like Morgan, Ford and Edison—it puts us in a state  
Of great determination to repeat their rise,  
For as young men go they were not so wise.  
Most of them were 40, or shall I say two score,  
Before they made their inventions dance upon the floor.

So let me say to all you boys, who are 40 past,  
Never let your efforts of yesterday be your last;  
That old brain of yours is just about to mature;  
If you'll put on your thinking cap you'll make your fortune sure.  
There's lots of things that have been invented,  
Many of which should have been prevented.  
But this I say to you: If you would have a future great,  
Just sit down and scratch yer old bald pate;  
For you cannot have both hair and brains,  
When figuring out those trainless trains.  
All you have to do is figure out some gadget  
That all the world will proclaim has "it",  
Then you can sit in your easy chair,  
Scratching your bald pate, or twirling that one hair;  
Then when you find your fortune is at hand,  
Blast not your trumpet throughout the land,  
But lend some fellow worker a helping hand  
By reducing his labor and increasing his pay,  
Then that will be the "end of a perfect day."

We like the grim humor of this crack we picked up from *The Progressive*: (Recommended to Mellon, Rockefeller, Morgan, et al.)

A learned economist was asked by a friend how he could hedge against deflation, stabilization, etc., so he could die as rich as he was at the moment.

"One way," said the L. E., "is to shoot yourself."

• • •

We are happy to note that Brother Wurm has been accepted on the pension list of the I. B. E. W. May his days be long and sunny!

## Some Members I Know

Some members I know, if they had to go  
Sailing o'er the large ocean,  
While the ocean was calm, then it would charm  
Like some joyful, cheering potion.  
If the sea would get rough, the going tough,  
Waves o'er the ship would be tumbling.  
Soon they would get sick, feeling not slick;  
Cursing they'd start and go grumbling.  
To the captain they'd go, wanting to know  
What in the world he was doing.  
Did he know he was afloat? Stop rocking the boat!  
Such recklessness stop! And pursuing—  
Such members I know, to the union go;  
Work's scarce, which they're surely needing;  
They find no work there; get up in a flare;  
Damn the union, with vows of seceding.  
From the President down, they'd like to crown,  
With language most foul, all naming.  
"The union," they yell, "is going to hell!"  
When impossible to give what they're claiming.  
During depression let such take recession,  
Whom their union at this time condemn.  
To build it took years what today it appears  
Is the bulwark of true union men.

WM. T. WURM,  
Local Union No. 3.

• • •

Here's a lesson in how to tell jokes, by Arnold Fox, who is one of the leading jokesters of this column:

## Perfectly Natural

A woman went to the Elmhurst police station to ask them to find her husband, who had been missing four days. She said he started to go to Springfield by bus and trolley.

"Why, you haven't anything to worry about," interrupted the desk sergeant, "He's probably halfway back by now."

Note: when you tell this you should change the names to fit the local transportation line that you are knocking, and your hearers will think it's original, that is, if they don't read this page.

ARNOLD FOX,  
Local Union No. 3.





THE jig is up. The cat is out of the bag. There is no invisible hand. There never was. If the depression has not taught us that, we are incapable of education. Time was when the anarchy of the competitive struggle was not too costly. Today it is tragically wasteful. It leads to disaster. We must now supply a real and visible guiding hand to do the task which that mythical, non-existent invisible agency was supposed to perform, but never did.

REXFORD GUY TUGWELL,  
*Assistant Secretary of Agriculture.*

Adviser to the President of the United States.

